UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS EASTERN DIVISION

MARY PRZYTULA and BRAD BREDE, on behalf of themselves and all others similarly situated,

Plaintiffs,

No. 17 Civ. 5124

V.

BED BATH & BEYOND INC.,

Defendant.

DECLARATION OF BRIAN SNELL

- I, Brian Snell, based on my personal knowledge of the facts stated herein, testify by Declaration as follows:
- 1. I am over the age of 18 and am otherwise competent to testify to the matters contained in this Declaration, and if so called, would testify to the facts below.
- All of the statements in this Declaration are true and accurate to the best of my knowledge.
 - 3. The facts set forth in this Declaration are based on my own personal knowledge.
- 4. I became employed by Bed Bath and Beyond Inc. ("BBB") in 2003 as a Department Manager. I was then promoted to a District Customer Service Manager in or around 2004, and to a District Human Resources Manager in or around 2005. Presently, I am a Regional Human Resources Manager of the Northeast Region and have served in that role since 2006. My

¹ The Company no longer employs Department Managers.

territory in the Northeast Region includes stores in New York, Connecticut, and New Jersey.

There are currently 75 stores in my territory of the Northeast Region.

- 5. Six of the Plaintiffs in this action worked in my stores during their time as Assistant Store Managers. These Plaintiffs are: Brad Brede; John Dunne; Chris Dykeman; Lori Forde; Danielle Reha; and Daniel Kehoe.
- 6. When Assistant Store Managers warn or discipline associates, they must do so in writing, and copies of the same are maintained in the personnel files of the associates that receive the warning or discipline. Attached hereto as <u>Exhibits 1, 2, and 3</u> are true and accurate copies of documents from various associates' personnel files of John Dunne, Danielle Reha, and Daniel Kehoe's warning and disciplining of associates.
- 7. Assistant Store Managers are also required to complete performance reviews for the associates they supervise. Copies of these performance reviews are also maintained in the personnel files of the associates that receive the performance reviews. Attached hereto as Exhibits 4, 5, 6, 7, and 8 are true and accurate copies from various associates personnel files of performance reviews conducted by Brad Brede, John Dunne, Chris Dykeman, Danielle Reha, and Daniel Kehoe.
- 8. Assistant Store Managers also assist in hiring and firing store associates. Copies of associate applications, reference checks, and documents relating to an associate's termination are maintained in the personnel files of the associate. Attached hereto as Exhibits 9, 10, 11, and 12 are true and accurate copies from various associates' personnel files of documents relating to John Dunne, Lori Forde, Daniel Kehoe, and Chris Dykeman's assistance in hiring and firing store associates.

- 9. When Assistant Store Managers are disciplined or terminated, Store Managers usually document the discipline and a copy of the warning or discipline is maintained in the Assistant Store Manager's personnel file. Brad Brede, Danielle Reha, John Dunne, and Chris Dykeman were all disciplined on more than one occasion and/or were ultimately terminated. True and accurate copies of discipline and/or termination related documents from Brede, Reha, Dunne, and Dykeman's personnel files are attached hereto as Exhibits 13, 14, 15 and 16.
- 10. Specifically, Brad Brede was terminated for violating company policy when he borrowed money from two other Assistant Store Managers, and attempted to borrow money from one of his subordinate associates. I had been told that the reason for Brad Brede's requests to borrow money were to cover his gambling debts. However, when questioned about the incidents, Brad Brede claimed that he needed the money to move out of his house and lease a car due to a divorce.
- 11. Danielle Reha was terminated for violating company policy when she hosted parties at her home to promote and sell Pampered Chef products, which are competitive to BBB's products and demonstrated a conflict of interest in her role as a senior manager with the Company. Further, at her request, several of Danielle Reha's subordinates attended the party.
- Chris Dykeman was terminated for misconduct when a \$1,200 deposit went missing from his store.

I declare under penalty of perjury that the foregoing is true and correct.

Executed this $\boxed{8}$ day of December, 2017.

Brian Shell Regional Human Resources Manager Bed Bath and Beyond Inc.

EXHIBIT 1

	Associate's Na	me).	Date:	8/29	15	
	Date of hire:	10/17/14	SS#	: xxx-xx 756		tore #: 174	LC
				(last four digits o	nsy		
	Circle one:	Terminati	ion	Warning			
	A. Reason(s) fo	or notice (check a	applicable reasons	and explain in section	on B):		
			eported, excessive,			ow directions	
	2. () Tardine					ompany rules	
	3. () Impropo	er conduct		6. () Ot	her		
EDAC	witness(es), rul warning(s).) TED Cashir	e Company's exp	pectations of assoc	iate: I wo	ED munica Pication	Upon in	Je REDACTE
	-						
	D. Next discipulation to the (which is	photost of	violeting internation mention	Mane Which Maynes	the bu	15 detrimen 5 ross may row H in ladding
	The Just Manager's Nai	ne Plate	Manager's N	Vame Date		CTED ciate's Signatu	re Date
	Cho Ma	maran Ol	215 Clan	Manua Ola	(This	signature indi iate is aware o	cates that

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(Once completed and signed, file in associate's personnel file.)

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ASSOCIATE DISCIPLINARY NOTICE Associate's Name: Date of hire: (last four digits only) Circle one: Termination Warning A. Reason(s) for notice (check applicable reasons and explain in section B): 1. (1) Absence (indicate if unreported, excessive, etc.) 4. () Failure to follow directions 2. () Tardiness 5. () Violation of company rules 3. () Improper conduct 6. () Other B. Facts leading to the discipline (Be specific, stating detailed explanation of incident, date/time of incident, witness(es), rule violated, etc; refer to any previous verbal and/or written warning(s).) Of the Pollow, Date REDACTED failed to land for his scholar C. Describe the Company's expectations of associate: It is expe Begged assayates to arive to un D. Next disciplinary step: am REDACTED

Manager's Name

04/24/16. Associate's Signature Date

(This signature indicates that associate is aware of this notice.)

Manager's Signature

(Once completed and signed, file in associate's personnel file.)

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	ASSO	OCIATE DISCIPI	LINARY NOT	ICE		
Associate's Nam	REDACTED e:		Date: 4/2	116		
Date of hire: 4	118/16		four digits only)	Store #:	1246	
Circle one:	Termination	(Warning			
			4. () Failure	3): e to follow direction of company		
witness(es), rule	to the discipline (Be specially violated, etc; refer to as the following of the following o	ny previous verbal	ACTED L	of incident, do	ate/time of inciden	ıt,
C. Describe the	Company's expectation associates	ns of associate:	It is expe	ther sile	U BOA Book	Ł
D. Next discipling in the contract of the cont	nary step: any to the oping of m the buse tirelary imme	reget in a men will rester term	these pulled something of	to the or and diseptons	tely consulty fortion	tion it
Tohw And Manager's Name Manager's Signa	4holi (I an Miggi Ianager's Name Im Miggi Ianager's Signature	Date Date Date	(This signatur	D ignature Date re indicates that ware of this notice	.)

(Once completed and signed, file in associate's personnel file.)

REDACTED



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Note File

Associate's Name	Date of hire:
Store #: 1246	
Date: 10 /27 //L	
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AND 5 DAYS IN OCTOBER.	I sloke Hit
ard explained that be	NEEDS TO ALIVE TO WORK
ON Time. ANY VIOLATING	or these fulles on my
other action, which in the	pliviou of mangement
is determental to the older	by conduct on integrity
of the Busiwess, will result	in disciplanary retion,
up to and including imaged.	
employment.	
emprogramme !	
LY MAN I JUNIO N	Once completed and signed, file in associate's personnel file.)
Manager's Printed Name /Title	
10/27/16	
Manager's Signature Date	

Associate's Nan	ne: REDACTED		Date	e:_	1/3/2017	
Date of hire: 3/12/15		SS#; xxx-xx				Store #: 1246
D C D D O				igi	its only)	-
Circle one:	Termination		War	mi	ing	
			4. (5. () Failure to	follow directions of company rules
		REDACTED				
witness(es), rule warning(s).) Since	violated, etc; refer to a last conversation on October	any previous verbal a r 18th about her atlendance	and/o	or '	written as been la	f incident, date/time of incident, te to work 14 times, and missed work 5 times. a month of December, Rosanna was late 12/1
	2, 12/13 12/14, 12/15, 12/16, 1		_	_		
C. Describe the not to call out excession	Company's expectation	ons of associate: It is E	xpecte	ed c	of to	show up for her scheduled shifts on time, and
	inary step: Any violations of the business, will result					on of management is detrimental to the termination of employment.
Manager's Nam Manager's Signa	e Bate N	Manager's Namy Manager's Signature	Date // Da	1/e	, (1	ssociate's Signature Date This signature indicates that ssociate is aware of this notice.)
(Once completed ar	nd signed, file in associate's	s personnel (ile.)				HR 026A 11/11

Associate's Nan	REDACTED	Da	ite: 4/	
Date of hire:	4	SS# : xxx-xx		Store #: INL
Date of fine	11.11.1		digits only)	, , , , , , , , , , , , , , , , , , ,
Circle one:	Termination	(W.	arning	
	(indicate if unreported s	5.	() Failure): to follow directions on of company rules
	REDA	CTED		
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to get cou		- men - menaje	7 75	7.00
D. Next discipling the opin integrating	inary step: ANY V	whatfen of these , must is determine si, will desuit i more of employed	enter on	my other action, which the occupy conduct o sury action, up to and
		1		He
Manager's Nam	4/11/17	Manager's Name D Mayagor's Signature I	1/1/17 F	Associate's Signature Date (This signature indicates that associate is aware of this notice.)
(One completed a	nd signed, file in associate	's personnel file.)		100 626 \$ 11.11

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	Associate's NameREDACTED			Date: 5/1/2017				
Date of hire: 2/10/15 SS# :		SS# :_xxx			Store #: 1246			
		(las)	four di	gits only				
Circle one:	Termination		War	ning				
A. Reason(s) for	notice (check applica	ible reasons and ex	plain in	section B):				
l. () Absence	(indicate if unreported		4. () Failure t	o follow direction			
2. () Tardiness					n of company ru	iles		
3. (X)Improper	conduct		6. () Other				
D. Enote landing	to the dissipline (De	enanifia etatlaa de	tollad a	valouotka	of in dilant, data	Alma of landdon		
witness(es), rule	to the discipline (Be violated, etc; refer to	any previous verba	al and/or	r written R	EDACTED	time of incident.		
	22/17, a customer visited the store					was observed through		
	s transaction with poor body la					a contract of the second		
	der \$5.00, which all cashiers		200	-	Secretary of the second of the second	Contract Contract		
	ohn Dunne concerning other of	cusiomer complaints rega	raing ner e	exhibiting poor s	ervice at the Front Er	a prior to this complaint on		
2/10/17 and 2/11/1/								
2/10/17 and 2/11/17						*		
2/10/17 and 2/11/17								
2/10/17 and 2/11/17								
	Company's expectation	ons of associate; (t)	s expected	i of all Bed Bath	and Beyond associa	ates to follow all rules and		
C. Describe the	Company's expectation		s expected	d of all Bed Bath	i and Beyond associa	ntes to follow all rules and		
C. Describe the			s expected	d of all Bed Bath	ı and Beyond associa	ates to follow all rules and		
C. Describe the			s expected	d of all Bed Bath	i and Beyond associa	ntes to follow all rules and		
C. Describe the			s expected	d of all Bed Bati	n and Beyond associa	ates to follow all rules and		
C. Describe the training policies in rega	ards to customer service in the	e store.						
C. Describe the training policies in regard. D. Next discipli	nary step: Any further violati	e store. ion, or any other violation whic	th in the apin	ion of managemen	nt is detrimental to the ord			
C. Describe the training policies in regard. D. Next discipli	ards to customer service in the	e store. ion, or any other violation whic	th in the apin	ion of managemen	nt is detrimental to the ord			
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(Once completed and signed, file in associate's personnel file.)

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EXHIBIT 2







Associate's Name: REDACTED	Date of hire:
Store #: 240_	
Date: 12/14/15	
Danielle Cela 8	POKE TO REDACTED ON 12/14/15
Regarding a cu	stomer complaint on
12/14/0. As a cust	umen was exiting. She
told the R ma	nagon Wy that
although REDACTED	was very rice, she
tayed too muc	
everyones bream	MY I mid REDACTED
	omes said and she
seid she under:	stands, that she will
be nou professi	oral going forward
	*
Danielle Reng ORS	(Once completed and signed, file in associate's personnel file.)
Manager's Printed Name /Title	
Manager's Signature Date	
Manager's Dignature Date	1







Note to File

Associate's Name	Date of hire: 11/25/57
Store #: 260	
Date: 3/10/16	
	to on 3/10/16
Regarding Replex	hishment expectations.
Danielle told	he was to
^	enishment schedule
daily. He needs	to pull towels
	15 and 8391138 on
thes tai. this	supposed to work
on pulling pac	king out hoc.
Replenishment.	and stockroom
Maintenance a	

Manager's Printed Name /Title

(Once completed and signed, file in associate's personnel file.)

Manager's Signature

Date







REDACTED
Associate's Name Date of hire: 3 3316
Store #: 260
Date: 2/10/7
Danielle & REDACTED REDACTED
about his performance issues on
2/16/17.
REDACTED has frequent latinesses Demiela
Set the expectation that REDACTED needs
to be at work on time for his xheduled
Shi As.
leaves early every shift the
leaves up to 10 minutes early every
day, when asked why REDACTED, couldn't
give a Reason, men eventually
(Once completed and signed, file in associate's personnel file.) Manager's Printed Name /Title
1. 1. 0. 0. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.
Manager's Signature Date

Said it was to get to school on time. Danielle set The REDACTED reeds to expectation that reeds to work his full scheduled Shift.

can for at least 10 minutes

Can for at least 10 minutes

While punched in, while he was supposed to be gething carets.

REDACTED said he was looking for.

Mrs phone Danielle Reset The lex pectadom that is expected to do his scheduled tasks and not take breaks while on the

CLOCK.







Associate's Name	Date of hire:
Store #: XXX	
Date: 5/10/16	
Coul outs REDACTED Out 8 times six Craig and Daniel to that she at work and	and Denveile bout her frequent ms called ce January 1,2016 le explorined needs to be
ha scheduled	Shifts.
	The to
	60 JA 11 1 10 10 10 10 10 10 10 10 10 10 10 1
Danielle Reng Off Manager's Printed Name /Title Oktuble Geleg Manager's Signature Date	(Once completed and signed, file in associate's personnel file.)







REDACTION
Associate's Name: Date of hire: 10-25-11
Store #: 500
Date: 5]11)16
On 5/11/14-Danielle Spoke to REDACTION REDACTION Cocle: Carrie Standard Condition Cocle: Carrie Standard Cocle: Carrie Standar
Or ser-through shirt with a hood.
It was brought to REDACTION _
attention that she was recovired
to be in alread code per BBB
Standards at all times.
Del was estar a.
· , ;
Once completed and signed, file in associate's personnel file.) Manager's Printed Name / Title Manager's Signature Date

Associate's Name	REDACTED		Date: Meller	2 4/24/16
Date of hire: 10/25/2	011x	SS#: xxx-	xx	Store #: 0260
2 442 24 111.21	an flux colors		four digits on	
Circle one:	Termination	n (Warning	
	ndicate if unrep	plicable reasons and exp orted, excessive, etc.)	4. (X) Fail	ure to follow directions lation of company rules
4		REDACTED		
witness(es), rule v warning(s).) On 06/2	lo lated, etc; refe 4/2016, Danielle Reh	er to any previous verba a and spoke to	ll and/or writte Ashley about her d	
It was explained to	that she must follo	w dress code.	*	
C. Describe the C	ompany's expe	ctations of associate: All	associates must be	e în dress code,
D. Next disciplinate Danielle and reitera	ary step:	that BB has for all associates and	d made it clear that	any reoccurrence of this or any other violation
of company policy, inco	nsistent work perfort	mance, or any other action, whi	ch in the opinion o	f management is detrimental to the orderly conduct or
integrity of the business	will result in further	disciplinary action, up to and inc	luding immediate t	ermination.
	(Alphysous 3			Control of the Contro
Daniolia Reha	08/24/16	Skip Schumann	06/24/16	REDACTED
Manager's Name	Date As tolaylu	Manager's Name	Date 6-246	Associate's Signature Date (This signature indicates that associate is aware of this notice.)
Manager's Signat		Manager's Signatur		

(Once completed and signed, file in associate's personnel file.)

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Associate's Nam	e: REDACTED		Date: 11/05/	116
Date of hire: 05/16/16		SS#:_xx		Store #=260
		(la.	st four <u>digits or</u>	nly)
Circle one:	Termination	n (Warning)
	(indicate if unrep	plicable reasons and c orted, excessive, etc.)	4. () Fai	dure to follow directions plation of company rules
	REDACT	ED		
witness(es), rule		or to any previous ver	bal and/or writt	ation of incident, date/time of incident, ten This attendance on 08/28/16 and give a written warning
	10	to a	v 337-	
	0.00 (0.00			on neighbors
,,,,,				
	o.e.	11.4		
* Paline		CONTRACTOR OF THE CONTRACTOR O		on what the con-
C Describe the	Company's own	ctations of associates	Bed Bath end Bevou	d expects all employees to be at work on time for their
shifts.	company s expe	olalithis of associate.		a superior de surproyers, es de la verte en une les name
THE STATE OF THE S	W F			
			ii sana	feet plants
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	-0		111 to Arioni	
D. Klast dissisti	now stone Apreso	coursence of the or any other	uiolation of compa	any policy, inconsistent work performance, or any other
action, which in the op	trary Stept 749 teo	detrimental to the orderly cond	oct or integrity of the	business will result in further disciplinary action up to and
including immediate to		e-time:		A production of the second of
HALL PART II	17		and the	T to 200 and to the control of the c
	1 1797		Menter 1-11	4127) Time-(i-
	* 11711-1-1		ii.	2 0.0000 (C. 1)
·——··	*10-0-0		a Succe	REDACTED
Dantello Roha	11/05/16	Robert Cain	11/05/16	NEDNOTED
Manager's Name		Manager's Name	Date	Associáte*s Signature Date (This signature indicates that
Manager's Signa	10- 11/5/110	Manager	ure Date	associate is aware of this notice.)
manager a mene	maro Dato	Manager's Signal	aro relle	

(Once completed and signed, file in associate's personnel file.)

	REDACTED				
Associate's Nam	ie:		Date:	01/18/2017	
Date of hire: 10/2	5/2011	90# v vvv v		Store #: 260	
Jace Of III.	AWA 11	SS# : xxx-2	four digi	The state of the s	
		(Main)	trus wigi	is only)	
Circle one:	Termination		Warni	ng	
			4. () 5. ()	ection B):) Failure to follow direction) Violation of company rule) Other	
	REDACTE	D			
	violated, etc; refer to		l and/or	planation of incident, date/t written came to work on 1/17/17 not in pro	*
wearing a shirt that sa	id STAR WARS in big letters, a	and the whole front of the st	ılıt was a g	raphic scene from the movie. The shi	rt had a hood.
was told she could no	t work in improper dress code	she left for the day and d	ild not work	her shift. has been spoken	to on 05/11/16,
06/24/2016 and 08/20	0/16 about not being in proper	dress code.			
		14100			**************************************
		17 17 17 19 23 1	-		181 W
		1 11 40	equity 2		11.114.4
		my man with the			
C Describe the	Company's avacatation	one of accomints BBF	evnerts a	Il associates to be in proper dress co	de at all times
C. Describe the	Company a expectation	ons of associate.	exposia a	a associates to be in proper diesa an	or or on unico.
	parameter is a	-		Transmission 2	rinn—d-liste
		VIII-0464		nuse	
		17 100000000			11 11 11 11 11 11 11 11 11 11 11 11 11
	er man	or part of		Alore C.	
D Nauré dinaiali	inom otom. Danielle and	raitarated the experts	tions the R	BB has for all associates and made i	Alege that any
	inary step; Danielle and		111111111111111111111111111111111111111	e, or any other action, which in the o	- delication of the second
Control of the second second		The second second second	7 11 1711-77	n further disciplinary action, up to an	
THE REAL PROPERTY AND ADDRESS OF THE PARTY AND	CARLINIA I	or integrity or the pusiness,	will result i	lumer disciplinary action, op to an	a suchasid
immediate termination),			17. 35000	The second second
-				- Company (Control of Control of	/
		· · · · · · · · · · · · · · · · · · ·		DEDAGTED	//
				REDACTED	
Series Services		X-13-5-5-	404.0		
Cralg Donohue		Danielle Reha	01/18/17	- #3	de la la
Menager's Nam	e Date I	Manager's Name	Date	Associate's Signa (This signature in associate is aware	dicates that
XXX	11011	anulyfel	0 01/1	<u>s</u> 11 t	
Manager's 519h	ature Date	Manager's Signature	e Date		

(Once completed and signed, file in associate's personnel file.)







Note File

Associate's Name: Data of hira	
A acceptable Manne	
Store #: 200	
Date: 1 817	
REDACTED ON OI/19/17, ON OI/19/17,	
LUCIS not in diposs cocle	
and was rold she was not	
allowed to work She said if	
She had to leave to get	
Changed she would not come	, i
back to work. She was told	
that she shows expected to be	
back to work she did not come	
YXXX REDACTED WXS TOLD ON 1/18/1-	}-
	-/
Dankle Pehs, Ops (Once completed and signed, file his associate a personnel lite.)	
Manager's Printed Name / Ritle Manager's Signature Manager's Signature Manager's Signature	

that her leaving and not coming back was unacceptable, disrespectful and insuboralinate.







RED	ACTED		1	7
Associate's Name:	A	Date of	hire: 9/1	114.
Store #: 140	•			
Date: 1 20 172				
REDACTED	1 1	i .		
	hui be	in lety	. 7.	truci
and culture	e oit	Z +	be 1.) (<u></u>
the Circl	7 w	erks of) h. h.	unary.
Attendance				
and the second s		formal (
	-	1	-1,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
			a	-
		The Factor of the State of the	11301	Promote Transport
- Service of Street States		71.46	790 310	
4				
5 001	0.00			
Desell Kerr	$\frac{1}{2}$	(Once completed and s	igued, tila in associat	te's personnel file.)
Munager's Printed Name /	Fitle			
Mully Kek	9 1221	7		
Manager's Signature	Date		· 4	







Note File

REDACTED	
Associate's Nan	Date of hire:
Store #: 200	
Date: 4 6 7	
Taniello 8000	REDACTION
4/6/17 DOGORO	ing his personal
DROQUONITY	in pecering.
REDACTION OPETS	dispreceded 760
POSILY, 10885	ocus, & does not
meet The 20	good settin
RECEIVING REDACTION	understands
how/whil pro	duchuly works
now and w	ill isould to
goals in me	hiture.
	53.
Danielle Hebs &	(Once completed and algued, file in associate's personnel file.)
Manager's Printed Name /Title	· A .
Managaria Cimpatura Data	

(Once complied and signed, file in associate's personnel file.)

BENDRAL SEPTEMENT BED BATH & FACE VALUES"

Mote File

Date of hire: Associate's Name REDACTED

\$2742891561 << 5784677 >> 16319824728

2017-07-22 00:10

Associate's Nam	REDACTED		Date: 04/25/2017	and these as	
Date of hire: 11/1	8/2015	SS#: xxx-xx		Store //: 0260	
	THE WAY TO SEE THE SECOND SECO		ar digits only)		
Circle one:	Termination		Warning		
A. Reason(s) for	notice (check applicable	reasons and expla	in in section B):		
1. () Absence	(indicate if unreported, ex	cessive, etc.)	4. () Failure to	o follow directions	
2. () Tardines	S		5. () Violation	n of company rules	8
3. () Improper	conduct		6. () Other		
	REDACTED				
witness(es), rule	g to the discipline (Be spec violated, etc; refer to any	previous verbal a			Cincident,
REGARDING THIS IS	SSUE ON 02/28/17 BY FRAIN F.		3/14/17 AND 04/24/17	7. WAS LATE 8 MINUTE	S ON 03/07.
the state of the s	MINS ON 03/30, 7 MINS ON 04/12,	10 MINS ON 04/19 AND	57 MINS ON 04/21.	IS AT LEAST 4-5 MINUT	ES LATE EVERY
SINGLE SHICT.				440444	
1-1-1-1	tres to day	A THE PROPERTY OF THE PARTY OF		and many file and market and	
	OPC D		D 10 10 00000 12 0 11 10 1	A Translation 1 to August 1	
C. Describe the	Company's expectations	ofassociate; BED B	ATH AND BEYOND I	EXPECTS ALL ASSOCIATES T	O BE ON
TIME FOR THEIR SC					
		4.4 .44		AT A CAPACINE DATABASE	
					ari ara da
		ra e minusem			
	linary step: ANY RE-OCCURR				
	NCE, OR ANY ACTION WHICH IN T				
	OF THE BUSINESS, WHICH WILL	LRESULTINT URTHE	R DISCIPLINARY ACT	TION, UP TO AND INCLUDING	8
TERMINATION.	11 DOM AS P				in the state of th
	1. 100mg				
**					
	an minus			REDACTED	
moulle	Robs 115 113 -		inham-	REDACTED	
Manager's Nam	né Date Mar	ager's Name		Associate's Signature I	
` .	A	2 1/		(This signature indicate	
12. 110	Dalo what -	- X 2 X	11	associate is aware of th	is notice.)
BULLEY,	Jerry Al-THIR		1/24/17		
Manager's Sign	hature Date Mar	iager s Signature	Date		
		*			

(Once completed and signed, file in associate's personnel file.)

TIR 026A 11/11

Associate's Name Date of hire: 11/10/05 SS#:_x		Date:	Date: 05/02/2017		
		SS#: xxx-xx	Store #: 260		
		(last four dig	its only)		
Circle one:	Termination	Warn	ing *		
		cessive, etc.) 4. (5. (section B):) Failure to follow directions) Violation of company rules) Other		
REDA	CTED				
B. Facts leading	The state of the s	previous verbal and/or	planation of incident, date/time of incident, written was told she needs to be at her designated area		
	duled. Since that conversation		ated area 10 more times. She has also called out 2 times.		
	Company's expectations then they are scheduled.	of associate: The company	expectations are for all associates to be punched in and		
D. Next discipli			d Beyond has for all associates and made it clear that any		
The second secon			plinary action up to and including immediate termination		
	· · · · ·	COMPANY CONTRACTOR AT 102 AV			
	177744444444444444444444444444444444444		REDACTED		
Robert Cain Manager's Name		elle Reha 5/2/17 lager's Name Date	Associate's Signature Date (This signature indicates that		
Manager's Signa	ature Date Mar	MULL LO 16 5 Signature Date	2/17 associate is aware of this notice.)		

(Once completed and signed, file in associate's personnel file.)







REDAC	TED
Associate's Name:	_Date of hire;
Store #: 200	
Date: 5/4/17	
Danielle R	SYCOICE TO REDACTED
- AMMUNE	Office 10
today Re	garding her
attendance	e. She is precovery
Lotte I ask	ced her if she
needed us	s to change here
Start none	to pelphen be on
Ame and	She said no I
asked if st	re needed anything
at all fre	bies and sono zu mo
no. Ore ur	ocerstands that
Dre verde	to be on time for her
O/	11622 SOLUS MUMONOS.
Janulle Pehs	(Once completed and signed, tile in associate's personnel file.)
Manager's Printed Name /Title	e
[Mullel el en	Guller
Manager's Signature	Date







REDACTED	7.5
Associate's Nam	Date of hire: 10/12/14
Store #: 200	
Date: 5/4/17	
Danielle R &	DOKO TO REDACTED SUBSULT
his breduen	+ latenesses.
REDACTED	estands The
importance	e of being on
time and u	vill be on time
POR his se	heduled ships
going for	word.
7 /	
	á .
Manager's Printed Name /Title	(Once completed and signed, file in associate's personnel file.)
Manager's Signature Da	14/17 te







Note to File

Manager's Signature

Associate's Name Store #: 200	Date of hire: 11-05-05
Date: (0-01-1)	
Danielle & REDACTED	800Ke-TO
on Golla. It u	as brought to
Dapidle's attenti	n that REDACTED
another associa	the Things to
REDACTED That (sher he is as
the clock be	must be
- professional w	bile dealing
SOROK MINIS COWO	y hurs and
Charles A Literal 1 1 1 CVIC	y but professional
Manager's Printed Name /Title	(Once completed and signed, file in associate's personnel file.)



BED BATH& FACE VALUES Tree Shops BABY
Beyond any store of its kind: A Reminder Conversat

	REDACTED		
Associate's N	White section when	Date of hire:	Y
Store #: 20	20		
, , ,	lin		
Date: UUI	11-	3	
REDACTED		40.00	
	UOS 15	surol a weiter	
waer	ling for	attendance on	
4/25/17	by Tru	THELL & REDACTED	
REDACTED	11.05 1010	2000	
	maz late	10 mins on 5/19	
and a	called out	SILL ON 5/23/17.	
This is	s a pomi	nach conversation	
that RE	EDACTED	Is to be an time	
ROO V	ris School	Hed Ships: Daniell	0
REDACTED			-1
<u>U</u> ,	304	to him on	
50.01	17	•	
·		16	
	110		
Dankle	Debs pos	(Once completed and signed, file in associate's personnel file.)	
Manager's Prin	ited Name /Title		
Managara	(0/61/17)		
Manager's Sign	ature Date	*	
4		* 1	







Note to File

REDACTED

Associate's Name

Date of hire: 57 05 05

Store #: 200

Date: 10 01 17

REDACTED
Lound Stoke TO
Danielle and Spoke 10 REDACTED
LOOPKERD Q. If was brought to our
Oftenor that redacted sonds must ac
his day complaining about one a
Thus tooles, mainly management,
for the conce day reparted constant
complaining is discupting the
team. Danielle told that if he
has proved he needs to speak to =

Manager's Printed Name / Fitte	(Onco completed and signed, file in associate's personnel file.)
Derula Coho, 10/01	117
Manager's Signature Date	+

a manager who can help him instead of voicing his disgrentedness to the team redacted soid he understands and will not complain to his peers goins forward.

EXHIBIT 3

ASSOCIATE DISCIPLINARY NOTICE

	REDACTED	- Abrican Company is the part of the part	Date: July 26, 201	6 Handan Marian
ate of hire: 12/28/2015		12/28/2015 SS# : <u>xxx-xx - 07</u> (last four dig		Store #: 0105
lirale one:	Termination		(Warning)	
N. Reason(s) for () Absence () Tardines () Imprope	(indicate if unrepor	cable reasons and ex ted, excessive, etc.)	4. (V) Failure): to follow directions on of company rules
ithess(es), rule arning(s).) On is ability to follow dis- specialions were for lessinger in the wrong	violated, etc; refer uly 19, 2016, Op etions, and his willingness t his put-away rasponeibilities locations, and was unable to	to any previous verba eratione Meneger, had a not o accept constructive critician . On July 28,2016,	al and/or written a lo file conversation will a. At the and of the conve alled to POG his backstor marchandise a boxed win	egarding his work productivity.
	W			
ccepted rules of con ommon sense. Any	duct. These rules are design violation of these rules, or	ned to assure that our associ any other action, which in the	alès bahava al all limes emeganam la nolniqu e	ociates are expected to follow certain generally with common courtesy, common decency and it is detrimental to the orderly conduct or omployment.
scepted rulee of con common series. Any neghty of the busine D. Next discipl (alture to meet the ex	duct, These rules are design violation of these rules, or ass, will result in disciplinan inary step:	ned to assure that our essoci any other action, which in the y action, up to and including productivity and ability to access to conveyence in an hour;	ales behave at all times e opinion of managemen immediate termination o complian taeks will be ex	with common courtesy, common decency and at its detrimental to the orderly conduct or

(Once completed and signed, file in associate's personnel file.)

JOB IN JEST MOTOY

ASSOCIATE DISCIPLINARY NOTICE

Associate's Nam	REDACTED	Ţ,	Date: August 16, 2	016	
Date of hire: 12/28	/2018	SS# : xxx-xx		Store #: 105	- Anthony a theory of T
		(last jou	digits only)		
Circle one:	Termination		Varning		
A. Reason(s) for	notice (check applicable	reasons and explai	in section B)		
	(indicate if unreported, e	excessive, etc.)	((Failure	to follow directions	
2. () Tardiness				n of company rules	
3. () Improper	conduct	. (() Other		
	PED	ACTED			
B. Facts leading			d numbanation	n C to at don't alarm his	Manufatara
witness(es), rule	to the discipline (Be sponsored) violated, etc; refer to an	v previous verbal ar	d/or written	or incident, date/th	ne or incident,
	Iguet 16, 2016, As part of the pu			earing out a cage of merci	andiag for the second
	and 5 sets of dreamzone sheets in		sckatocked in the si	neel slockroom, As I. Berni	della Prica was
walking the sheet stoc	kroom I found the sheets left in a	shopping cart. When I ask	TOWNS NO.	I, he said he left it there be	T. THAN COMMUNICATION AND ADDRESS OF THE PERSONS ASSESSED.
	sked him what he should hav				
on his phone twice. I a	ddressed him the first time as a	warning and found him late	r on the phone aga	la. During that time he st	ould have completed a
small replenishment p	roject in windows that should no	ot have taken more then 30	min. He did not co	molete that project until 10	Jam. More than 2 hours
after he slarted.	has had numerous conversi				
failure to follow directly	ons and work productivity.	ACRES NO PROMOMENTAL PROPERTY.	CALDINA PARTIES	TO SERVICE MANAGEMENT OF THE SERVICE	The second secon
C. Describe the	Company's expectations	of associate. The exp	ectation of every em	ploved at Ged Bath & Rave	and is that they follow
the directions of the co	mpany when it comes to compan	y standards, This includes r	utting merchandise	away in the proper location	, enlaring any
	eing put away in the stockroom in				
hitting productivity gos		THE STATE OF THE S	m.,	the state of the s	Contractions of the Contraction
Print - should every an analysis	- VENERAL VENERA VENERA VENERA VENERA VENERA VENERAL VENERA VENERA VENERA VENERA VENERA VENERA VENERA VENERA V	THE MANAGEMENT AND THE PROPERTY OF THE PROPERT	PARTICIPATION OF THE PARTICIPA		() y postalel- pro- all
D. Next discipli	nary step: is being	placed on a job in jeopardy	ot this time. Any vic	plations of the rules, or any	v other action, which in
	ment is detrimental to the orderly				
termination of employs		THE PARTY AND THE PROPERTY OF THE PARTY OF T	TANK COMMON PROPERTY.	A TRANSPORTED TO UNITED TO	in perfect description of the second
Trouble tradering	THE PERSON NAMED OF THE PE	ATTENNESS (III) PE I TENNESS (IIII) PE I TENNESS	Crysia swymer-renner	THE PROPERTY OF THE PARTY OF TH	The same of the sa
T IS BEEN ALL IN CONTROL ALL.		C. Pariston Management Co.	Charles Barres	WINNESS THE PROPERTY.	CONTROL CONTRO
	CEPENNITURE II COMMINICONE MALE	AND	Yeart and environment	INFORMATION TO A PROPERTY AND A PROP	
	, manual	AND TO SHARE THE PARTY OF THE P	TICKING DAY ON THE STATE OF THE	TOTAL SECURIOR SECURI	north-analysis to an in-plantage
1	754	- 11 3	TOTAL TOTAL OF THE STATE OF THE	REDACTED	POURSELL PROPERTY AND A STREET
Vaniel Petro	e 8/17/16 W	melle Squire	S 811746	REDACTED	817/16
Manager's Name			and the same of th	Associate's Signatu	
III Took	(9		(This signature indi	
- Comment	- X	1		associate is aware o	
100	ELHILID	118	1116	CHANGE IN WITH C	a sina money.)
Manager's Signe		mager's Signature	Date		
		O G			

(Once completed and signed, file in associate's personnel file.)

EXHIBIT 4

BED BATH	18
BEYON	D
Beyond any slara of	is kind,

 SALES FORCE PERFORMANCE REVIEW (Pa	ge 1 of 2)	

BEYONES Beyond ony slore of its kind,	Name:	REDACTED	St	tore#:	850	Date of e	eviow:	4	1/30/	16	
7,000 27,000 0 0000		Clerks review	type & Indiente f	ata Duas				1			
	90 DAY REVI ANNUAL REVI	EW DUE: 7		THER (_Review) du	ię;				
THIS PERFO		V IS BEING PREPARE		A RESU	GT OF INC	UT FROM T	THE FC	LLC	WING M	IANAG	GRS:
Printed Name BRAN	BREDE	Signature	71	he.		sition		51			
Printed Name	- NINE - INI	Signature			Pa	sition				17915-5-	-
Printed Name	70-0	Signature			Po	sition			(mare(s= ())))		
Printed Name	order, which	Signature			Po:	sition					
Printed Name		Signature		- Tana	Pos	sition	-m A				O tealer
Printed Name		Signature		tour	Po	sition					he-S
KEY; E-	Excellent, V -	Very Good, G -	Good, N - 1	Needs	Improv	ement, U	- Un	acce	eptable		
(Draw a line through any s	kill which isn't ap	plicable.)		10-(8)	pija i		E	V	GN	U	
CUSTOMER SERV	ICE SKILLS										
* Understands that the cu	stomer is our mai	n priority and consiste	ently maintains	s a ousto	mer focus		E	V	(I) N	U	
* Ensures a prompt, frien-	dly approach to al	I customers.					E	V	(I) N	U	
* Escorts customers seeki	ing location(s) of	specific merchandisc,	7				E	٧	(g) N	IJ	
* Is alert to customer need	ds and offers a car	t whenever appropria	ite.				E	٧	(G) N	U	
* Determines customer ne	eeds and works to	add-on/upgrade self.					E	(1)	GN	U	
* Responds quickly to cu	stomer inquiries a	nd "Passes the Buck"	whenever nec	essary.			E	V	(I) N	U	
Complies with Bridel at and guests.	nd Gift Registry p	rogram standards who	en servicing be	oth regis	trants		E	v	(D) N	u	
* Works to expand produ	ct knowledge with	nin home department.					E	V	CO	U	
* Works to expand produ	et knowledge thro	oughout total store.					E	V	0 (1)	U	
* Answers phone prompt	ly and uses proper	phone etiquette.					E	٧	(C) N	U	
TEAM SKILLS		TO THE OIL WHOLE				10	CIN.			_	MEM.
* Demonstrates Initiative	and completes pr	ojects in a timely man	nner.				E	V	(i) N	U	
* Accepts constructive or	The state of the s	The second secon					E	V	(a) N	U	
* Maintains a positive ou	tlook toward job.						E	V	(G) N	U	
* Communicates effective	ely with Managen	nent and other associa	ites.				13	٧	(1) N	Un	12.
* Works the schedule set	by the Manager b	ut demonstrates flexit	bility when ne	eds of th	ne			~	-	-17	3//
business dietate.							E	(V)	(B) N	1)	-
* Is a team pluyer.		and the state of					E	٧	(C) N	U	
* Exhibits professional m	anner, dress and	appearance at all time	s.	- Milai		and which	Е	V	a (N)	l U	
OPERATIONS & PRO	OCEDURES		.0								
* Understands and utilize	S JDA to resolve	salling floor inquiries	,				E	V	(I) N	U	
* Is familiar with transfer	s, special orders,	ship directs and follow	ws through to	complet	ion.		E	V	(G) N	U	
 Has developed knowled operating procedures. 	lge of Bridal/Qift	Registry service and	adheres to all	special			13	٧	(a) N	U	
* Responds to phone ord	ers quickly, notifi-	es oustomer and ensur	res resolution	of order	s.		E	٧	(D) N	U	
dandles all paperwork	with accuracy and	l efficiency,					E	V	ON	U	
* Adheres to shortage rec	luction and comp	fiance procedures.					E	V	QN	U	
* Safely handles equipme	ent and maintains	a safety awareness.	mula		111000		E	٧	(G)N	U	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,

	SALES FORCE PERFORMANCE REVIEW (Page 2 of
. ATTENDANCE & PUNCTUALITY:	Acceptable Not Acceptable
The residence of the second of	AcceptableNot Acceptable
GOALS AND OBJECTIVES	
Objectives Accomplished	
list the specific goals and objectives accomplished by the associated	ciate during the appraisal period, compared with the results expected
rom goals established at previous review or during the period.	
- mail mail	- I - I - I - I - I - I - I - I - I - I
	(4) (4) (4) (4) (4) (4) (4) (4) (4) (4)
THE STATE OF THE S	100
Unaccomplished Objectives	
List the specific goals and objectives not accomplished by the a	associate during the appraisal period, compared with the expected
results as defined in previous review or during the period.	. 1) 4
1,000	NIA
Transit project projec	See Control of Section 1
THE STREET	1001
Contract Objective for any Profession	B x
Goals and Objectives for next Review Period:	the associate should focus on during the next review period. (For
each goal or objective indicate how accomplishment of goal/ob	
ccomplishments.)	
REDACTED WORKS WELL	WITH OTHERS AND HAS GOOD
Product Knowledge. HE	KNOW OOK SUITEMING.
140 pro-	
The state of the s	The Control of the Co
Strengths and Weaknesses:	
	you feel are materially related to their performance and which are not
Addressed elsewhere in this review REDACTED WORK	HARD NEED TO STAY FOCUSED
HE HAS MUSES A FEW	
ENGAGING.	
a compare a compare was person	Circle one rating
3. OVERALL RATING FOR PERIOD	E V(G) N U
	ı
Date of Review: 9-30-2016	
	REDACTED
Reviewed associate's signature after review conference:	9.30-1
	Signature Date
	and the second
	1/1 /1/1 000
Reviewer's signature after review conference:	1 M / 10 9-30-10
	Signature Date
	Boas Diese
	13ras 13rede 9:30-10
	Reviewer's Printed Name Date

BED BATH &	REDACTED	ES FORCE PI	ERFORMANO	E RE	VIEW (I	age I	of 2)
BEYOND Beyond any store of its kind."	Name:	1#2	850 Date o	fravious	7/30	1110	
bayona any sions of its kind.			7,1100		- 17.10	J_4,u_	-
	Oircle review type 90 DAY REVIEW DUE:	& Indigate Date Date					
	The state of the s	30 /4 OTTER (_	Review	due;		-	-
	DATE OF MIRE: 9.9.15	and the same of th					
	DRMANCE REVIEW IS BEING PREPARED B	V AND/OR A RESUL	T OF INPUT PROM			MANA	GERS:
Printed Name BRAD	BREDE Signature	of The	Position	AS	M		
Printed Name (LOBHC		Mock	Position	5.1	4.	(·) (tueses	
Printed Name	Signuture		Position			om r ac	1.1116
Printed Name	Signature		Position		comercial in	in i co	
Printed Name Printed Name	Signature	nderen	Position			er ()	
de la company de	Signature	and San Physics and Control of San Physics and C	Position				A3+0.40-0
	Excellent, V - Very Good, G - Go	od, N - Needs I	mprovement,				
The state of the s	skill which isn't applicable.)	-10-14	***	E	VG	N U	- Consti
CUSTOMER SERV	A STATE OF THE STA				~		
	istomer is our main priority and consistently	y maintains a custon	ner focus.	E	(v) a 1	1 11	
	ndly approach to all customers.			E	(V) a 1	A fi	
	ing location(s) of specific merchandise.			E	Wa 1	4 [1	
	ads and offers a cart whenever appropriate.			E	WGI	N U	
	reeds and works to add-on/upgrade sell.			E	V (0)	A II	
	istomer inquiries and "Passes the Buck" who	and the state of t		E	(V) G	N U	
Complies with Bridal a and guests.	and Gift Registry program standards when so	cryicing both registr	ants	E	y (a)	N U	
* Works to expand produ	not knowledge within home department.			E	(V) G 1	N 11	
* Works to expand produ	uct knowledge throughout total store.			Е	v @	NU	
* Answers phone promp	tly and uses proper phone effquette.	d		E	v (6)	N U	
TEAM SKILLS	The second second second		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1111	C.L.		1-1
* Demonstrates initiative	and completes projects in a timely manner	V.		Б	V (G)	N II	
* Accepts constructive c	riticism and acts upon it.			E	v (1)	NU	
* Maintains a positive or	atlook toward job.			E	(V) G	N U	
* Communicates effective	vely with Management and other associates.			E.	(V) G	NU	
* Works the schedule se business dictate.	t by the Manager but demonstrates flexibilit	y when needs of the		E	(V) (1)	N U	
* Is a team player.				E	(x)0	N U	
* Exhibits professional r	nanner, dress and appearance at all times.			G	(y) (i	N U	
OPERATIONS & PR	OCEDURES	· · · · · · · · · · · · · · · · · · ·	, , , , , , ,	-			
* Understands and utiliz	es JDA to resolve selling floor inquiries.			B	V (G)	N U	
* Is familiar with transfe	ers, special orders, ship directs and follows t	through to completic	on.	13	v (a)	N II	
* I-las developed knowle operating procedures.	dge of Bridal/Gift Registry service and adhe	eres to all special		12	v (6)	N U	
The state of the s	lers quickly, notifies customer and ensures a	resolution of orders.		Př.	VO	NU	
A Committee of the comm	with accuracy and efficiency.			15	VO	N U	
	duction and compliance procedures.			E	v (0)	N U	

* Safely handles equipment and maintains a safety awareness.

THE TE IN

1. ATTENDANCE & PUNCTUALITY:	Accepta	ble	V	_Not Accept	table
GOALS AND OBJECTIVES					
Objectives Accomplished					
lst the specific goals and objectives accomplished by the associate	clate during the apprai	sal period	compared w	ith the results ex	pected
from goals established at previous review or during the period.					
~	IA	-109	eti.	199	*!*:0:"
ti sain sain					
		-	***	-11	17
Unaccomplished Objectives					
List the specific goals and objectives not accomplished by the a results as defined in previous review or during the period.	associate during the ap	praisal per	fied, compare	d with the expec	cted
esuits as certified in provious review or during the period.					
377	1000			100	TV#1411
N/M	e wat it	77-4			
Coals and Objectives for most Davis. Powied.		-			97.74
Goals and Objectives for next Review Period: Identify 2-3 quantitative and/or qualitative goals or objectives the	he associate should fo	cus on du	ing the next	eview period. (For
each goal or objective indicate how accomplishment of goal/ob					
REDACTED WARYS VERY		. ,	- 1	WAYS	
	LAND'N BERL		411		
	HART AN	100			Ann
WILLIAMS TO TAKE ON NEW 13ELDME MORE HELDEUL	ALM PRINCE	100			400
WILLIAMS TO TAKE ON NEW	- 1 Sheepend	100			AND
TRECOME MOVEE HELDENC	- 1 Sheepend	100			ANIZ
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which y	Y OPAVETIN	TIES	76	IEARN	
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which y	you feel are materially	related to	76	IEARN	are not
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which y	you feel are materially	TIES	76	IEARN	
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which y addressed elsewhere in this review. Also on Time	you feel are materially	related to	76	ance and which	are not Heipr
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which y addressed elsewhere in this review. AND KIND	you feel are materially	related to	76	ance and which	are not Helpr
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which y addressed elsewhere in this review. AND KIND	you feel are materially	related to	76	ance and which	are not Heipr
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which y addressed elsewhere in this review. AND KIND 3. OVERALL RATING FOR PERIOD	you feel are materially	related to	76	ance and which	are not Helpr
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which y addressed elsewhere in this review. AND KIND 3. OVERALL RATING FOR PERIOD	you feel are materially E - ソビルイ	related to	76	ance and which	are not Helpr
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BED BATH &	REDACTED		G/STOCK (Page 1 of 2)
Beyond any store of its kind.' No	ame;	Store #: 450 Date of review:	
44		type & Indicate Date Duc:	
90 DAY REVIEW ANNUAL REVIEW DATE OF HIRE:		OTHER (Reyl	ew) duc:
	The state of the s	ULT OF INPUT FROM THE FOLLOWING MANAGE	188)
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Printed Name	1	Position	
Printed Name		P. Marian	
Primed Name	Signature	Position Position	- AND
Printed Nante			- Act Distriction
	xcollent, V - Very Good, G -	Good, N - Needs Improvement, U -	Unacceptable
The state of the s	TO HELD THE PARTY OF THE PARTY	The state of the s	Choose one rating
(Draw a line through any skill	which isn't applicable.)		E V G N U
CUSTOMER SERVIC		Andrew Constitution of the	the state of the s
	ner is our main priority and consister	ntly maintains a customer focus.	E V (G) N U
* Ensures a prompt, friendly			EVONU
* Escorts customers sacking	location(s) of specific merchandise.		E V (G) N U
* Is alert to customer needs a	nd offers a cart whenever appropriate	e.	5 OGNU
* Responds quickly to custon	ner inquiries and "Passes the Buck" v	whenever necessary.	BOUNG
 Compiles with Bridal and Canad guests. 	3ift Registry program standards when	a servicing both registrants	вуфун
. Jotermines oustomer needs	and works to add-on soil.		E V (1) (1)
 Has developed good producto enhance service. 	ct knowledge; keeps abreast of new l	terus and utilizes this knowledge	E ØG N U
 Answers the phone prompt 	ly and uses proper phone ctiquette,		EVONU
TEAM SKILLS	THE STREET	Translation to the state of the	1941
* Demonstrates initiative and	i completes projects in a timely many	EUT.	E OGN U
* Accepts constructive critic	ism and acts upon it.		E Q G N U
* Maintains a positive outloo	k toward job.		EVONU
* Communicates effectively	with Management and other associate	es.	E V @ N U
	the Manager but demonstrates flexib	lility when needs of the	. 0
business dietate. * Is a team player.			E W G N U
	ner, dress and appearance at all times.		E V ON U
manyar concentration and	Charles	the state of the s	TO THE CO
	EPARTMENT MAINTENANC		- An
	floor standards and recovery of the di	epartment.	п Од и и
	ough and completes pull lists.	N. W. A.	E A ON O
 Demonstrates good product selling floor effectively. 	t knowledge and uses the information	n to morohandise the	E ØGRU
	DA to resolve selling floor inquiries.		E OGNU
	on and compliance procedures.		RYONU
The second secon	and maintains safety awareness.		EOUNU

J: prmsh,vid(rav.2000;8/04;1/07;3/07;6/10)

· 國語 () () () () () () () () () (N	IERCH	ANDIS	ING/S	TOCK	(Page	2 of 2)
1. ATTENDANCE	& PUNCTUALI	ry:			Acce	ptable_	/	_Not A	cceptabl	le	
2. GOALS AND OR Objectives Accomp. List the specific goals	ished and objectives acco	mplished by I	he associate	during th	ne appraisal	period, ago	mpared w	th the res	ults expe	cted from	
EDACTED	ACTION	SHOW	THAT	SHE	Drack	DEES	GUT	TO	Ger .	a Po	EN I
SHE UND	ZONENIAN Z	REPLEM	التعديد والمرادي	Al'i"	Projet	OUYEL	AND	Hei	יומ	00:	WHE
Unaccomplished Ol List the specific goals defined in previous re	and objectives not a	eriod.	by the assoc	oiate durl	ng the appni	sal period	l, compare	d with the	expected	d results t	is
TON-PART C	Tronscende .	* 111194464				VIETE SAINLE			merty.	Tall	
Identify 2-3 quantitati objective indicate how	accomplishment o	e goals or objective	ve will be m	easured o	and indicate	larget date	for accom	nplishmer	tis.)	r cach go	al or
Identify 2-3 quantitati	ve and/or qualitative accomplishment of the FU SEE	e goals or objection	ve will be m LGADA/ To	esociate s easured o Va Cun/73	RING.	larget date	for accom	nplishmer Zesi s	tis.)		al or
Identify 2-3 quantitati objective indicate how t waven Le	ve and/or qualitative accomplishment of the Following of	e goals or objection (PED) (P	ve will be m IGADA/ IS (CUMPS	RING.	arget date	FOR ACCOUNT	nplishmer 2 S S S ance and	which are	end.	at or
Identify 2-3 quantitation objective indicate how the whole the wind the win	re and/or qualitative accomplishment of the FUNCE OF THE CONTRACT OF THE ACCORDANCE	e goals or objective goal/objective HED HED OTHE	Ve will be m LEADAY LO (RS - Which you	CUMPS	RIMG.	arget date ON '7 And The And	FOR ACCOUNT	nplishmer 2 S S S ance and	which are	e not	at or
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J: prmsh.wd(rev.2000;8/04;1/07;3/07;8/10)

EXHIBIT 5

BFD BATH & REDA	ACTED	MERCH	ANDISING/STOC	CK (Page	of 3)
BEYOND	A.C. A.C.	re#: 1246 Date of	review: 4/1/16		
Beyond any store of its kind. Name:	Y	Indicate Date Due:			
90 DAY REVIEW DUE:	4/28/16	OTHER (_	Review) due:		_
DATE OF HIRE:	1/28/16				
HIS PERFORMANCE REVIEW IS BEING PRE	PARED BY AND/OR A RESULT O	F INPUT FROM THE FOLLO	VING MANAGERS:		
rinted Name In Making	_Signature / ABV	Position /	1510	-	
rinted Name (Moddle Rind	_Signature	Ale Position	ASM.		
rinted Name John Diwine	Signature	Position	Asm		
rinted Name Branden Sinapsun	Signaturo	Position S	M		
rinted Name	Signature	Position			
Printed Name	Signature	Position			
	V - Very Good, G - Goo		vement, U - Unaccer	table	
				Choose one	rating
(Draw a line through any skill which isn't a	applicable.)		E	V(G) N	
CUSTOMER SERVICE SKILL					
Understands that the customer is our ma	ain priority and consistently m	aintains a customer focus.	E	V (d) N	U
Ensures a prompt, friendly approach to			Е	V (G) N	U
Escorts customers seeking location(s) o	f specific merchandise.		Е	V (G) N	U
Is alert to customer needs and offers a c	art whenever appropriate.		Е	V (G) N	U
Responds quickly to customer inquiries	and "Passes the Buck" whene	ver necessary.	E	V (G) N	U
Complies with Bridal and Gift Registry and guests.	program standards when servi	icing both registrants	E	v @ N	u
Determines customer needs and works t	to add-on sell.		E	VGN	U (
 Has developed good product knowledge to enhance service. 	e; keeps abreast of new items a	and utilizes this knowledge	E	V G (N) u
* Answers the phone promptly and uses p	roper phone etiquette.		Е	V (G) N	U
TEAM SKILLS					-
* Demonstrates initiative and completes p	projects in a timely manner.		E	V (G) N	U
* Accepts constructive criticism and acts			E	VGN	U.
* Maintains a positive outlook toward job	o.		E	V G N	U
* Communicates effectively with Manage	ement and other associates.		E	VON	U
 Works the schedule set by the Manager business dictate. 	but demonstrates flexibility w	hen needs of the	E	v @ N	U
* Is a team player.			Е	V (G) N	U
Exhibits professional manner, dress and	i appearance at all times.		Е	V (G) N	U
MERCHANDISING & DEPARTMI	ENT MAINTENANCE				-
Works to maintain selling floor standard	ds and recovery of the departm	nent.	E	V (N	U
Is aware of product sell through and cor			E	V (G) N	U
* Demonstrates good product knowledge selling floor effectively.		erchandise the	F	V G (N) U
* Understands and utilizes JDA to resolve	e selling floor inquiries.		E	VON	U
Adheres to shortage reduction and comp			E	V Q N	U
Safely handles equipment and maintains	s safety awareness.		E	V (G) N	U



REDACTED Name:

FRONT END LEAD/SUPERVISOR (Page 1 of 2).

Store #: 1246 Date of review: 10/19/10

Beyond any store of its kind,

THIS PERFORMANCE REVIEW IS BEING PREPARED BY AND/OR AFREYULT OF INPUT FROM THE FOLLOWING MANAGERS:

Printed Name John Du	WNC Signature	lot	market for the second of	ING MANAGERS:
Printed Name Gratte	Riley Signature	Lolo	Postion · p	BIL
Printed Name Unette	More Signature	Musak	Postion 3	m
Printed Name	Signature	1100	Postion	
Printed Name	Signature		Postion	
Printed Name	Signature_		Postion	

PERFORMANCE SKILLS CUSTOMER SERVICE - overall Always leads by example the customer for employees and customers.	ood, G - Good, N - Needs Improvement, U - Unacceptable	E	v	<u> </u>		
PERFORMANCE SKILLS CUSTOMER SERVICE - overall Always leads by example the customer for employees and customers.		E	v	2		_
CUSTOMER SERVICE - overall 1. Always leads by example the custome for employees and customers.	ratine	E	V	10		
Always leads by example the custome for employees and customers.	l rating			101	N	U
for employees and customers	, turing	E	V	6	N	U
	er service standards which create positive experiences			17. 5.	^	
ATT INVESTMENT OF THE PARTY OF	And the sales of t	(:	V	200	N	13
	ortunities to enhance customer service are pursued ry program standards when servicing both registrants and guests	E	V	85	N	U
4 Ensures that customers are viewed as		E	v	(0)	N	U
FRONT END SKILLS - overall r	ating	E	V	(c)	N	ι
1 Ensure gift registry purchases are pro		E	V	(3)	N	U
2. Maintains staffing levels at registers	party recitaco	E	V	0	N	13
3. Completes cashout accurately and in	a timely manner.	le le	V	(0)	N	U
1 Trains eashiers on new policies and p		E	V		N	τ
	up to date and cashiers are trained on procedures	13	V	G (N	Ţ
6 Monitors eashier seanning, O/S + log	s, discusses concerns with Management as necessary	E	V	8	N	1
7 Communicates security alerts to eash	ters	E	V		N	1
 Identifies and communicates unique : 	and individual store opportunities focusing on the core customer's needs	18	V	0	N	t
 Adheres to all PLU policies and process. 		6:	V	6 (D	1
 Ensures all POS equipment is in work 		E	V	0	N	I
11 Ensures that annual Certifications and	d biannual Cart Test are conducted with all associates.	E.	V	0	N	U
OPERATIONAL SKILLS - over	all rating	E	V	(0)	N,	I
 Understands and executes principles 		16	V	0 (N	1
Knowledgeable of and properly impl	lements safety and loss prevention procedures.	13	V	0	N	t
Properly utilizes and acts upon XBR		I.	V	(i)	N	1
4 Completes all necessary paperwork a		I.	V	G	N	Ţ
생활하는 그들은 아니라 아름다면 얼마를 내려왔다. 아니라 얼마나라 나를 가지 않는 것이 되었다면 하는 것이다.	for all operational policies and procedures	19	V	G	N	1
6 Ensures department maintenance		E	V	(4)	N	1
7 Works in a safe manner and maintain		E	V	9	7 7	1
	us of adhering to front end policies and procedures	12	V	0	N	1
INTERPERSONAL/MANAGEM	1ENT SKILLS - overall rating	E	V	(C)	N	ı
I Follows instructions.	A COLUMN TO THE PARTY OF THE PA	E	V	9	N	L
3 Promptly advises Management of any	problems	Ι÷	V	Sec	N	ı
3 Seeks advice when appropriate.	and the second and the second	I:	V	(1)	3	l
Ability to prioritize work effectively,		E	V	6 6	3	1
 Exhibits ability to work independently Exhibits ability to accept and act upor 	y with minamum supervision, self-starter	E.	V	0	N	1
7 Initiative, self motivation, enthusiasm		I.	V	8	N	I
S. Communicates and works well with N		E	v	6	N	i
9 Aptitude for dealing with people (fact		Î	v	K	N	ı
10 Ability to identify critical issues	,	I.	V	(i)	N	1
II. Accomplishes objectives with a sense	e of urgency	E	V		N	ı
PERSONAL WORK CHARACT	TERISTICS - overall rating	E	V	(c)	N	ı
1 Exercises proper and ethical behavior		E	v	20	N	i
	155 3350-00 (85 m) / ·			1	N	i
2 Works effectively under pressure		1.00	V	T UV		
요하는 경험에 가장 함께 가장 하는 사람들이 되었다. 하고 <mark>사</mark> 용이 하는 사람들이 되었다면 하 는 사람들이 되었다.		Iv Iv	V	8	N	1
Works effectively under pressure. Seeks greater level of responsibility. Willing to work for the good of the Co	ompany, is a team player	-	V	900	ZZ	1

Case: 1:17-cv-05124 Document #: 61 Filed: 12/20/17 Page 49 of 130 PageID #:1189

Page Kof X

From:

EMAIL1246/Stores/BBBY

Sent by: John Dunne/Shared/Stores/BBBY

To:

Date:

Saturday, August 20, 2016 03:00PM

Subject:

GOALS AND OBJECTIVES

OBJECTIVES ACCOMPLISHED

 Properly inform all management of any POS equipment not functioning, this includes scanners, EAS pads, battery backups, printers etc.

 To help assist with front end training for all newly hired associates, including front end basics and cart tests.

UNACOMPLISHED OBJECTIVES

- Needs to complete all necessary paperwork for front end in a timely manner. Specifically but not limited to Daily Cash Reconciliations, Daily Chat Ins, Cashier Verifications, Weekly communication tracker.
- Use guides and specs to ensure all front end sections are set up correctly and maintained.
 This includes register L's, Register Steps, Trash Wall and Framed Art Wall.
- Maintain a clean safe work area at Customer Service. This will be done by ensuring he
 personally follows routines of finishing all return transactions, including the placement of
 damaged or non damaged items into their proper location.

GOALS AND OBJECTIVES FOR NEXT REVEIW PERIOD

REDACTED

 It is imperative that achieve the unaccomplished goals that were set for him for last review period. Setting new goals at this point isn't going to help with his development until he achieves past goals that were set for him. These Goals need to be set Immediately and to continue always.

STRENGTHS AND WEAKNESSES

REDACTED

- is the ultimate team player. He is always willing to do what is best for our customers, fellow associates and our company.
- needs to show more urgency into getting tasks done.
- is very reliable and is willing to work whenever we need him.

REDACTED

10-15-16 Derte

			END LEAD/SUPERVISOR (Page 2 of 2)
I. ATTENDANCE & PUNCTUALITY:	Acceptable_	V	_ Not Acceptable
GOALS AND OBJECTIVES Objectives Accomplished List the specific goals and objectives accomplished by the goals established at previous review, or during the period.	associate during the app	praisal per	od, compared with the results expected from
Unaccomplished Objectives List the specific goals and objectives not accomplished by defined at previous review or during the period.	the associate during the	: appraisal	period, compared with the expected results as
Goals and Objectives for next Review Period: Identify 2-3 quantitative and/or qualitative goals or objection or objective indicate how accomplishment of goal/objective for the contraction of the contraction of goal/objective for the contraction of goal/objective for the contraction of goal/objective for the contraction of goal for goal for the contraction of goal for the contraction of goal for g	ives the associate should be will be measured and	I focus on indicate ta	during the next review period. (For each goal rget date for accomplishments.)
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses whaddressed elsewhere in this review.	hich you feel are materia	ally related	to their performance and which are not
Describe any of the associate's strengths or weaknesses whaddressed elsewhere in this review.			E V G) N U ame and Number: 10/13/16

EXHIBIT 6

BED BATH &	REDACTED	ES FORCE PERFORMANCE RI	
BEYOND Beyond any store of its kind.	Name:	Store #: 511 Date of review	r:
Deposit of the second	Circle review type	& Indicate Date Due:	
	(90 DAY REVIEW DILE? 2/10/19	OTHER (Review) due:	
	ANNUAL REVIEW DUE:	7	
TUTE DEDEN	DATE OF HIRE;	VANDOR A RESULT OF INPUT FROM THE	FOLLOWING MANAGERS:
Printed Name Christie	Les Dister a Signature Phil	Position ASW	ι
Printed Name	Signature	Position	
Printed Name	Signature	Position	
Printed Name	Signature	Position	
Printed Name	Signature	Position	
Printed Name	Signature	Position	
KEY: E-	Excellent, V - Very Good, G - Go	od, N - Needs Improvement, U - U	
(Draw a line through any s	kill which isn't applicable.)		EVGNU
CUSTOMER SERV	TCE SKILLS		Λ.
* Understands that the cu	stomer is our main priority and consistently	y maintains a customer focus.	e v G) N U
* Ensures a prompt, friend	dly approach to all customers.	1	E V G N U
* Escorts customers seeki	ing location(s) of specific merchandise.	I	E A Q K A
* Is alert to customer need	ds and offers a cart whenever appropriate.	1	E A (C) M O
* Determines customer no	eds and works to add-on/upgrade sell.	1	E A OD M A
* Responds quickly to cus	stomer inquiries and "Passes the Buck" wh	enever necessary.	E A QU O
* Complies with Bridal and guests.	nd Gift Registry program standards when s		E V GN U
	ct knowledge within home department.		EVONU
이 시간 시간 사람이 가지 않아 하는 것이 없었다.	ct knowledge throughout total store.		E V Ø N U
	ly and uses proper phone etiquette.	1	EVONU
TEAM SKILLS	Shirt -		V 100 T 100 T
	and completes projects in a timely manner	i.	E V @ N U
* Accepts constructive cr			E V ON U
* Maintains a positive ou		i i	EVÔNU
	ely with Management and other associates.		E V G N U
	by the Manager but demonstrates flexibili		E Ø G N U
* Is a team player.			E OGNU
	anner, dress and appearance at all times.		e v @ n u
OPERATIONS & PRO	OCEDURES		
* Understands and utilize	s JDA to resolve selling floor inquiries.	11	e v @ n u
	s, special orders, ship directs and follows	through to completion.	E V 6) N U
	lge of Bridal/Gift Registry service and adh	eres to all special	e v (G) N U
	ers quickly, notifies customer and ensures		EVÔNU
	with accuracy and efficiency.		E V O N U
	luction and compliance procedures.		EVGNU
· 그런데 아이는 10 12 12 13 13 13 13 13 13 13 13 13 13 13 13 13	ent and maintains a safety awareness.		E V G N U

EXHIBIT 7

 Shammar Marie
BFD BATH &
BEYOND
Boyand any store of its kind.

FRONT END ASSOCIATE R	REVIEW (Page	1 of 2
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BED BATH &	REDACTED	FRONT END ASSOC	IATE RE	AIRM (Lag	e 1 01 4)
BEYOND	Name.	Store #:D	ate of review:		_
Boyand any store of its kind.		a to Marie Name Bank			
	GO DAY REVIEW DUE	pe & Indicate Date Due: OTHER (Re	view) due:		
	ANNUAL REVIEW DUE:				
	DATE OF HIRE:				15.0
THIS PERFO	DRMANCE REVIEW IS BEING PREPARED	BY AND/OR A RESULT OF INPUT	FROM THE PO	OLLOWING M	ANAGERS:
Printed Name DONNE	HARRY Signature 290	MCC BCLLLY Postion		end M	Cha.
Printed Name		Postior		- N	
Printed Name					
Printed Name		Postlor			
Printed Name		Postion Postion			
Printed Name	Signature			1	
KEY: E-	Excellent, V - Very Good, G - C	Good, N - Needs Improvem	ent, U - Un	acceptable	
(Draw a line through any	skill which isn't applicable.)	The state of the s	E	VGN	U
CUSTOMER SERV	VICE SKILLS			9	
* Understands that the cu	istomer is our main priority and consister	ntly maintains a customer focus.	E	V (i) N	U
	ndly approach to all customers.		E	VQN	U
w it	ing location(s) of specific merchandise,		E	VON	U
* Is alcri to customer nee	eds and offers a cart whenever appropriat	c.	B	VQN	U
* Determines oustomer n	needs and works to add-on/upgrade scil.		E	VGD	U
* Responds quickly to co	stomer inquiries and "Passes the Buck"	whenever necessary.	E	V Q N	U
 Complies with Bridgl a and guests. 	and Gift Registry program standards who	n servicing both registrants	6	v @ N	U
	uct knowledge within home department.		E	VGN	U
	uct knowledge throughout total store.		E	V G D	D
	tly and uses proper phone etiquette.		E	V (G) N	U
TEAM SKILLS			ett _{nepen}	A.J.A.L.	
* Demonstrates initiative	and completes projects in a timely man	ner.	Ĕ	V (G) N	U
* Accepts constructive of	4. (1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1		B	VON	U
* Maintains a positive or			E	QGN	U
The same of the sa	rely with Management and other associat	es.	E	VON	U
	by the Manager but demonstrates flexib				
business dictate.	The state of the s	100-21-10-11-10-11-11-11-11-11-11-11-11-11-11	E	V Q N	U
* Is a team player.			В	V (Q) N	U
* Exhibits professional n	nanner, dress and appearance at all times		15	V (G) N	U
OPERATIONS & PR	OCEDURES	30	3130		
* Handles all sales and r	eturn transactions with accuracy and efficiency	cionoy.	E	VON	U
* Maintains a neat and o	rganized register area.		E	(V) G N	U
* Adheres to shortage re	duction procedures; follows special oper	ating procedures in the department.	E	V @ N	U
	es JDA to resolve selling floor inquiries.		B	V G (N)	U
	ling floor standards and recovery of the d		E	VON	U
	ent and maintains a safety awareness.		E	VON	U

	FRONT END ASSOCIATE REVIEW (I	Page 2
1. ATTENDANCE & PUNCTUALITY:	Acceptable X Not Accepta	ble
mount traver	intend Warnerson Basic	occied
	M Basse Bob, Usa, Rep	
Unaccomplished Objectives List the specific goals and objectives not accomplished by the asserts as defined in previous review or during the period. DACTED MUCL MARCHAEL PROCES	sociale during the appraisal period, compared with the expect LA TMONIFER WILLIAM WILLIAM ON THE CONTROL OF TH	
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3. OVERALL RATING FOR PERIOD Date of Review:	Suggen & Areld	ating



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FRONT END ASSOCIATE REVIEW (Page 1 of 2)

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CUSTOMER SERVICE	SKILLS		The second second				
* Understands that the oustome	r is our mair	priority and consiste	ntly maintains a custor	ner focus.	E	V (6) N	U
* Ensures a prompt. friendly ap	proach to al	customers.			13	VON	U
* Escorts customers seeking loc	cation(s) of:	specific merchandise.			13	VQN	U
* Is alort to customer needs and	offers a car	t whenever appropriat	C.		17,	VON	U
* Determines customer needs a	nd works to	add-on/upgrade sell.			E	VGD	U
* Responds quickly to custome			whenever necessary.		E	V (D) N	U
* Complies with Bridal and Gil			and the second second second second	rants		9	
and guests.					13	A @ N	U
 Works to expand product kno 					E	A C CM	U
 Works to expand product kno 		Charles and the second of the			E	V G 🐠	U
* Answers phone promptly and	uses proper	phone etiquette.	ica p		Е	VON	U
TEAM SKILLS							
* Demonstrates initiative and c	ompletes pro	ojects in a timely man	ner.		E	VON	U
Accepts constructive criticism	n and acts up	oon it.			E	VQ N	U
* Maintains a positive outlook	toward job.				E	VQN	U
* Communicates effectively wi	th Managem	ent and other associat	es.		B	VON	U
 Works the schedule set by the business dictate. 	Manager b	ut demonstrates flexib	ility when needs of the		Е	V (Q) N	υ
* Is a team player.					В	VON	u
* Exhibits professional manner	, dress and a	ppearance at all times	1		Е	V Q N	U
OPERATIONS & PROCEI	DURES	(((((((((((((((((((unel 445				- 1 (5) - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -
* Handles all sales and return to		with accuracy and ciffe	ciency.		Е	VQN	U
* Maintains a neat and organiza		and the second second second second			13	(V)G N	U
* Adheros to shortage reduction			ating procedures in the	department.	E	VGN	u
* Understands and utilizes JDA				The second second	E	V G A	U
* Works to maintain selfing flo					E	V (a) N	U
* Safely handles equipment and		the sales and rest of the sales and the	- Laborator and		E	V/O N	U

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1. ATTENDA	NCE & PUNCTUALITY:	Acceptable_	V	Not Acceptable
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	d Objectives to als and objectives not accomplished by the as in previous review or during the period.	sociate during the appraisa SUGGES + SE 1		
Identify 2-3 quan	ectives for next Review Period: titative and/or qualitative goals or objectives the clive indicate how accomplishment of goal/objective		indicate tar	
addressed elsewh REDACTED Sled v	Weaknesses: he associate's strengths or weaknesses which you ere in this review. YOUNGANGARIANG A POSIT	7	d to their per	otera Storae SICI BAN Formance and which are not 20 her 10 h
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FRONT END ASSOCIATE REVIEW (Page 1 of 2)

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KEY: E - I	Excellent, V - Very Good, G - C	Food, N - Needs Improvement,	U - Un	accepta	thle	
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CUSTOMER SERVI	ICE SKILLS					
Understands that the cus	tomer is our main priority and consister	tly maintains a customer focus.	E	V (g)	N	U
Ensures a prompt, friend	ly approach to all customers.		E	V (G)	N ₍	U
Escorts customers seekir	ng location(s) of specific merchandise.		E	V(G)	N	U
is alert to customer need	s and offers a cart whenever appropriate	E.	E	$V(\overline{G})$	N	U
Determines customer ne	eds and works to add-on/upgrade sell.		E	V G	(M	Ų
	tomer inquiries and "Passes the Buck"	whenever necessary.	E	V (0	N	U
	d Gift Registry program standards when					
and guests.			E	VG)N	U
Works to expand produc	t knowledge within home department.		E	V(G)	N	U
Works to expand produc	t knowledge throughout total store.		E	v (G)	N	U
* Answers phone promptly	y and uses proper phone etiquette.		В	V(G)	N(ĹĴ
FEAM SKILLS	ANGUESTS T TOTAL COMMENTS TO THE TOTAL COMME	CATALOG CONTROL OF THE CONTROL OF TH	RIGHT			
* Demonstrates initiative:	and completes projects in a timely man	ner.	В	v G	N	u
* Accepts constructive cri			E	v G	MC	U
* Maintains a positive out	The second secon		E	VG	IN	U
	ly with Management and other associat	es	E	VG	N	U
	by the Manager but demonstrates flexib		-	.0		~
business dictate.	by the Manager out demonstrates from	my which needs of the	E	v(G	M(U
* Is a team player.			E	v(G	N	U
	anner, dress and appearance at all times		Ė	VG	N	U
and a Marian		The Supple Victorians I common to the supplementary and the supple		. (*** 14	top prose
OPERATIONS & PRO		4.07.0).	
	turn transactions with accuracy and effi-	erency.	E	VAG	N	U
Maintains a neat and org		ar range at a proper desired	Е	VLG	N	U
all and the second of the seco	uction procedures; follows special oper	ating procedures in the department.	E	No	N	U
	S JDA to resolve selling floor inquiries.		E	VCO	N	U
	ng floor standards and recovery of the d	epartment.	E	V(G	N	U
* Safely handles equipme	nt and maintains a safety awareness.		E	V (G	N	U

, 6°	FRONT END AS	SOCIAT	E REVIEW (Page 2 o
'. ATTENDANCE & PUNCTUALITY:	Acceptable \	/	Not Acceptable
2. GOALS AND OBJECTIVES Objectives Accomplished List the specific goals and objectives accomplished by the associa from goals established at previous review or during the period. —CONVOLETCOLOUSTOWN ICSCOL	te during the appraisal period.		with the results expected
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List the specific goals and objectives not accomplished by the asserts as defined in previous review or during the period. — ((()) 5151(()) 500(())		riod, compa	red with the expected
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each goal or objective indicate how accomplishment of goal/object accomplishments.)	n. wi-		76
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed clsewhere in this review.	rfeel are materially related to	their perfor	mance and which are not
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and an analysis and an analysis of the same and an analysi		— were to assess	
3. OVERALL RATING FOR PERIOD			Circle one rating E VGN U
Date of Review: 13-13-15-	REDACTED		
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MERCHANDISING / STOCK (Page 1 of 2)

e of its kind.	Nami	Store #: 260 Date of review: 3/1/10	-
		Circle review type & Indicate Date Due:	

and diffy store of its land.	Circle review tur	oo & Indicate Date Due:	7		
90 DAY RITVIEW DUE:	-2/2/15	OTHER (Review) due:		
this performance review is being fr	EPARED BY AND/OB/A RESULT	FOF INDITEROM THE FOLLOWING	MANAGERS:		
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Printed Name REFY: E - Uxcellent	Signoture	Postion	THE RESIDENCE OF THE PROPERTY	Annua pome	
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(Draw a line through any skill which isn't	m. 16"4 " William at Tarte and I'm	a sa thinning of the same of t	EE	VCN	U
CUSTOMER SERVICE SKIL			- P	was.	240
* Understands that the customer is our i		y maintains a customer focus.	E	VGN	U
 Ensures a prompt, friendly approach t Escorts customers seeking location(s) 			E	V (G) N	11
 Is alert to customer needs and offers a 			E	v a (i)	0
* Responds quickly to oustomer inquiri		enever necessary	6	VON	[]
* oplics with Bridal and Gift Regist		the state of the s	ь	v @ n	U
* Determines customer needs and work	s to add-on sell.		Fi	VON	U
 Has developed good product knowled to enhance service. 	lge, keeps abreast of new iten	ns and utilizes this knowledge	E	V Ø N	U
* Answers the phone promptly and use:	s proper phone etiquette.		lá:	V @DN	U
TEAM SKILLS		Hamming the state of the state	Maria Salata Sal	- International Property of the Party of the	
* Demonstrates initiative and complete	s projects in a timely manner		U	v (6) N	u
* Accepts constructive criticism and ac	as opon it.		ß	v On	11
* Maintains a positive outlook toward j	jub.	Y.	E	N (B) V	U
* Communicates effectively with Mana	igement and other associates,		Iā-	NON	U
 Works the schedule set by the Managensiness dictate. 	er but demonstrates Aexibilit	ty when needs of the	15	v @ N	U
* Is a team player.			E	V (B) N	U
* Exhibits professional manner, dress a	and appearance at all times.		E	NON	U
MERCHANDISING & DEPARTY	MENT MAINTENANCE	ECONOMISSION STREET, TOTAL COMMISSION OF THE STREET, THE T	icare	mo _{t min} telentationic	
* Works to maintain selling floor stand	lards and recovery of the dep-	artment.	E	v Q N	U
* Is aware of product sell through and	completes pull lists.		E	VGDN	U
 Demonstrates good product knowled selling floor effectively. 	ge and uses the information (o merchandise the	Ŀ	v (C) N	U
* Understands and utilizes JDA to rese	lve sofling floor inquiries.		E	VON	U
*. Theres to shortage reduction and co	impliance procedures.		E	VON	U
*rely handles equipment and mainte	ins safety awareness.		E	VAN	U

	MERCHANDISING / STOCK (Page 2 of 2)
ENDANCE & PUNCTUALITY:	Acceptable Not Acceptable
. GOALS AND OBJECTIVES Dijectives Accomplished Use the specific goals and objectives accomplished by the associate duri oals established at previous review or during the period.	
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Inaccomplished Objectives Ist the specific goals and objectives not accomplished by the associate cfined in previous review or during the period. - LEARN TO REMEDIATES	during the appraisal period, compared with the expected results as
Foods and Objectives for next Review Period: dentify 2-3 quantitative and/or qualitative goals or objectives the associative indicate how accomplishment of goal/objective will be measured from the TAILE Upinkas, Ty CLASSI - LEARN TO PLINT RECISTATES	
JITH WHAT THET AME LOOKING FOX	EN SERVICE. HE ALWAYS CHTZYS
Reviewed associate's signature after review conference;	REDACTED Signature 2/16/16 Date
Reviewer's signature after review conference:	Danilla Pela aprella signature Date
	Danielle Robe 3/10/10 Reviewer's Printed Name Date

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Beyond o	my store of	Its kind.

RECEIVING/MAINTENANCE/OVERNIGHT PERFORMANCE REVIEW (Page 1 of 2)

BEYON D. Heyond only store of its kind.	Nam	_Store #: 000	Date of review	/:	111		
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KEY: E-E	xcellent, V - Very Good, G - G	ood, N - Needs Impro	vement, U	- Unac	ceptal	le	
	skill which isn't applicable.)			E	V G	Charles to the	Ų
CUSTOMER SERV	VICE SKILLS						
* Understands that the or	istomer is our main priority and consist	ently maintains a customer fo	ocus.	E	V G	N	U
* Escorts oustomers seek	ing location(s) of specific merchandise			C	V G	N	y
* Is alert to customer nee	ds and offers a cart whenever appropris	ate.		E	V/G	N	II
* Responds quickly to cu	stomer inquiries and "Passes the Buck"	whenever necessary.	W	14	7 9	N	U
 Complies with Bridal a and guests. 	nd Gift Registry program standards wh	en servicing both registrants	1,	U 'E	A G	N	U
* Answers the phone pro	mptly and uses proper phone eliquette.			F.	VQ	N	U
* Non-selling work is co-	mpleted with no disruption to customer	service.		E	V(G)N	U
TEAM SKILLS	(A) Infinitesimple - Module				N-oct.		
* Demonstrates initiative	and completes projects in a timely ma	nner,		E	V(G	N	U
* Accepts constructive of	ritleism and acts upon it.	*		E	V G	(N)	U
* Maintains a positive ou	tlook toward job.			E	V G	(N)	U
* Communicates effective	ely with Management and other associ-	ates.		E	V G	(N)	U
 Works the schedule set business dictate. 	by the Manager but demonstrates flexi	bility when needs of the		E	vG) N	U
* Is a team player.				E	VG	N	U
	nanner, dress and appearance at all time	ės.		E	VG	(N)	U
MERCHANDISING A	& DEPARTMENT MAINTENAN	CE				c)Line	
	ing floor/stockroom standards and reco			E	V(G	N(IJ
* Maintains a clean, orde	The state of the s	W-6-10-11-11-11-11-11-11-11-11-11-11-11-11-		Е	Va	N	U
	duction and compliance procedures; for	llows special operating proce	dures	E	v(G	N	u
	es JDA to resolve selling floor/stock in	quiries.		Е	VG	N	U
* Completes pull lists qu	이 사용이 어느 아름답니다. 내는 사투 원에 보다 되었다.			E	V(G	<	U
The state of the second	ent and maintains a safety awareness.			E	VG	N	U
	ns/progress of daily assignments to sup	crvisor.		E	V(G	M	U

RECEIVING/MAINTENANCE/OVERNIGHT PERFORMANCE REVIEW (Page 2 of 2)

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	1. ATTENDANCE & PUNCTUALITY:	Acceptable	Not Acceptable
	2. GOALS AND OBJECTIVES Objectives Accomplished List the specific goals and objectives accomplished by the associate from goals established at previous review or during the period.	of items =	Scrowel to
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	Goals and Objectives for next Review Period: Identify 2-3 quantitative and/or qualitative goals or objectives the as- each goal or objective indicate how accomplishment of goal/objective		
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	Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you faddressed elsewhere in this review.		Secured & Spokento
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A Channe	ene respect for outhority h	equires.	(Alexander) (Alexander)
	3. OVERALL RATING FOR PERIOD		E VGN U
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	Reviewer's signature after review conference:	Signature	ln Kelo 8/9/14
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RECEIVING/MAINTENANCE/OVERNIGHT PERFORMANCE REVIEW (Page 1 of 2)

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DOCUMENT OF THE PROPERTY OF TH	skill which isn't applicable.)			EVGN	U.
CUSTOMER SERV	/ICE SKILLS			1	
* Understands that the cu	istomer is our main priority and consis	stently maintains a customer	focus.	E V (G) N	U
* Escorts customers seeki	ing location(s) of specific merchandis	¢.		E V (G)N	U
* Is alert to costomer need	als and offers a cart whenever appropr	iate,		E V (G) N	U
* Responds quickly to our	stomer inquiries and "Passes the Buck	co whenever necessary.		E V (G) N	U
	nd Gift Registry program standards w	hen servicing both registrant	X	-	
and guests.				B A (C) N	Ü
	mptly and uses proper phone ctiquette			E V G N	11
* Non-selling work is cor	mpleted with no disruption to custome	er service.	5 Games	E V(G)N	U
TEAM SKILLS	ARCHITECTURE CONTRACTOR CONTRACTO				
* Demonstrates initiative	and completes projects in a timely ma	anner.		E (V) G N	U
* Accepts constructive or	riticism and acts opon it.			E (V) G N	U
Maintains a positive on	itlook toward job.			E V(G)N	U
* Communicates effective	ely with Management and other assoc	fates.		E (V)G N	U
* Works the schedule set	by the Manager but demonstrates flex	cibility when needs of the			
business dictate.	4			E V (G) N	U
* Is a team player.				E (V)G N	U
* Exhibits professional m	namer, dress and appearance at all tim	nes.		E A(C)N	U
MERCHANDISING &	& DEPARTMENT MAINTENAL	YCE.		MATERIAL YEAR OF THE PROPERTY	11,00
* Works to maintain selli	ing floor/stockroom standards and rec	overy of the department.	40	E V(g)N	U
* Maintains à clean, orde		A See - See		E V(G)N	U.
	duction and compliance procedures; for	ollows special operating proc	edures	E V(G)N	U
The state of the s	es JDA, to resolve selling floor/stock in	nquiries.		K V(G)N	U
* Completes pull lists qui	and the state of t			K V (G)N	Ü
	ent and maintains a safety awareness.			E Y (G)N	U
* Communicates problem	ns/progress of daily assignments to su	pervisor.		B (V)G N	U

RECEIVING/MAINTENANCE/OVERNIGHT PERFORMANCE REVIEW (Page 2 of 2)

1	. ATTENDANCE & PUNCTUALITY:	AcceptableNot /	Acceptable
0	L. GOALS AND OBJECTIVES Objectives Accomplished		
[,]; 	ist the specific goals and objectives accomplished by the associate from goals established at previous review or during the period.	1 maintaining	AS 15 RACK
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/ <u>=</u>	recomplishments) - CIRAN BOICIC RTV ANCA - WORK TOWARTS INFONTATION ITS VERSUS INFOUR AWAY. CONNUE INFRIOR TO TRANSFER U	ems to loc (13 1-5 ccl	on denoted
S REDAC	Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you fuldressed elsewhere in this review.	eel are materially related to their perform	nance and which are not
-	completes tasks in timely enc	the lon and the	S. COLLOS
	S. OVERALL RATING FOR PERIOD		Circle one rating E V G N U
r	Date of Review: 8 10 10	REDACTED	
F	Reviewed associate's signature after review conference:	Signature	_S-\10)k
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, . · ·		Reviewer's Printed Name	ha Stollo

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BED BATH &	REDACTED	MERCHANDISI	NG/STOCK)	(Page 1	of 2
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CUSTOMER SERVICE	SICILIS				
Understands that the custome	r is our main priority and consistent	y maintains a customer focus.	EV	(G) N	U
Ensures a prompt, friendly up	prouch to all customers.		EV	(0) N	U
Escorts customers seeking loc	cation(s) of specific merchandise,		EV	(O) N	U
Is alert to customer needs and	offers a cart whenever appropriate.		E V	(N	U
Responds quickly to customer	r inquiries and "Passes the Buck" wh	nenever necessary.	EV	NCS	U
Complies with Bridal and Gif and guests.	ft Registry program standards when s	servicing both registrants	E V	(6) N	u
Determines customer needs m	nd works to add-on sell.		r. v	G (R)	U
Has developed good product to enhance service.	knowledge; keeps abreast of new ite	ms and utilizes this knowledge	E (20 N	u
* Answers the phone promptly	and uses proper phone etiquette.		E V	67 N	U
TEAM SKILLS	management (a) the land of the control of the contr	in the second se	o o trial or library	Marianna (1333)	e Will reserv
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	th Management and other associates	10	E (0	GN	U
Works the schedule set by the business dictate.	2 Manager but demonstrates flexibili	ty when needs of the	EV	(6)N	u
* Is a team player.			E N	Z G N	U
* Exhibits professional manner	, dress and appearance at all times.		E Ø	70 N	U
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	or standards and recovery of the dep		E W) G N	ţſ
* (s aware of product sell throu			E	OG N	U
	mowledge and uses the information t	to merchandise the	E ®	OG N	U
	to resolve selling floor inquiries.		EV	(6) N	U
* Adheres to shortage reduction	the control of the co		EV	N CON	U

* Safely handles equipment and maintains safety awareness.

		(Page 2 of 2)
1. ATTENDANCE & PUNCTUALITY:	Acceptable Not Acceptable	
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Goals and Objectives for next Review Period;		
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objective indicate how accomplishment of goal/objective will be measu	red and indicate target date for accomplishments.)	200
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Demonstrates good produ	ct knowledge and uses the information	to merchandise the	
selling floor effectively.			E WG'N U
W. Understands and utilizes I	DA to resolve selling floor inquiries.		E 1/6/11

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Adheres to shortage reduction and compliance procedures.
\$afoly handles equipment and maintains safety awareness.

1. ATTENDANCE & PUNCTUALITY:	Acceptable	Not Acceptable
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* Is alert to customer needs and offers a cart whenever appropriate.			E V(Q)NU
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* Demonstrates initiative a	nd completes projects in a timely mann	cr.	E V G N U
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* Escorts customer	rs seeking location(s) of specific	merchandise.			E	VC	NC	U
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* Answers the phone promptly and uses proper phone etiquette.				B	VCC	N	U	
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* Demonstrates in	itiative and completes projects in	a timely manner.			E	(V)	3 N	U
* Accepts construc	ctive criticism and acts upon it.				E	(V)	3 N	U
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* Works the sched business dictate.	dule set by the Manager but demo	mstrates flexibility w	nen needs of the		E	y (N	U
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	tage reduction and compliance p	rocedures; follows sp	ecial operating proced	ures	E	v(N(E	U
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	lists quickly and accurately.				E	v (NE	U
* Safely handles o	equipment and maintains a safety	awareness.			E	v (J)N	U
* Communicates	problems/progress of daily assign	ments to supervisor.			E	V	N	U

- (RECEIVING/MAINTENA	NCE/OVERNIGHT P	ERFORI	MANCE REV	TEW (Page 2 of 2)
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	I, ATTENDANCE & PUNCTUALITY:	Acceptable_	/	Not Accept	table	***
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	Objectives Accomplished				. 18	11 11 14
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	from goals established at previous review or during the period.		75			-
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	results as defined in previous review or during the period.	associate during the apprai-	oai perioa.	, compared with	Title Oxposition	
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BEYOND	Nam.	Store #: 000 Date of review:	
Beyond any store of its kind."			
į	90 DAY REVIEW DUE: ANNUAL REVIEW DUE: DATE OF HIRE:	OTHER (Review) de	ue;
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CUSTOMER SER	VICE SKILLS		
* Understands that the o	ustomer is our main priority and consistently	y maintains a customer focus.	E V (Q) N U
* Escorts customers seel	king location(s) of specific merchandise.		в А(Ф) и п
* Is alert to customer ne	eds and offers a cart whenever appropriate.		E V G N U
* Responds quickly to customer inquiries and "Passes the Buck" whenever necessary.			EVGNU
 Complies with Bridal and guests. 	and Gift Registry program standards when s	ervicing both registrants	e v QN U
* Answers the phone pro	omptly and uses proper phone ctiquette.		E V (G)N U
	empleted with no disruption to customer ser	vice.	E V G N U
TEAM SKILLS	1 a	000000 STATE OF THE STATE OF TH	
* Demonstrates initiativ	e and completes projects in a timely manner	t.	E V(G)N U
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* Maintains a positive of			E V(O)N U
	vely with Management and other associates		E V(G)N U
	et by the Manager but demonstrates flexibili		E V QN U
* Is a team player.			E V G N U
	manner, dress and appearance at all times.		B V G N U
MERCHANDISING	& DEPARTMENT MAINTENANCE		- The
Works to maintain sel	ling floor/stockroom standards and recovery	y of the department.	E VGN U
* Maintains a clean, ord			E V G N U
	eduction and compliance procedures; follow	vs special operating procedures	E VQN U
	zes JDA to resolve selling floor/stock inquir	ries.	E V(GN U
* Completes pull lists q	그러가 하다면 지어가 이 점점에서 되는 것은 사람들이 하는 것이 되었다면 살아 있다.		E V(Q)N U
	nent and maintains a safety awareness.		E V G N U
	ems/progress of daily assignments to superv	isor.	E VGN U

RECEIVING/MAINTENANCE/OVERNIGHT PERFORMANCE REVIEW (Page 2 of 2)

1. ATTENDANCE & PUNCTUALITY:	Acceptable Not Acceptable
2. GOALS AND OBJECTIVES Objectives Accomplished List the specific goals and objectives accomplished by the associ from goals established at provious review or during the period.	iate during the appraisal period, compared with the results expected
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3. OVERALL RATING FOR PERIOD	Circle one rating E V G V U
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Reviewer's signature after review conference:	Danulli Rela 10/12/1
	Signature Date

4.535	And Free Acts	Allen Mary Land		
BED BATH &	REDACTED	FRON'T END LEA Store #: Date o	D/SUPERVISOR (Page 1 of	2)
Beyand any store of its kind."				
	a manage datable have more tribbles a series	ules IN CALL CARROL SHARE STORES	C Market Market and Company	
	GEING PREPARED BY AND/OR A RE	1	2 - 2 - 2 - 2 - 2 - 2 - 2	
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KEV: R - Excellent V - Vary	y Good, G - Good, N - Needs Imp	rovement. II - Houseantable	TOTAL CONTRACTOR OF THE PROPERTY OF THE PROPER	
ACCOUNT OF TAXABLE PARTY OF THE	The state of the s	Treatment of Chinecophilians	THE THE PERSON OF THE PERSON O	119.00
I. PERFORMANCE SKILL	S	annous	E V G N	U
CUSTOMER SERVICE - ove		WAR THE TAXABLE PARTY OF TAXABL	E CY G N	X.
	tomer service standards which create posi-	itiva experiences	and the second	
for employees and ensures. 2. Institutes practices that ensure all	proortanilies to coheren edstorrer sorvic	ne nee norsmel	E & G N	()
3. Complies with Bridge and Gift Re	apportunities to enhance customer servicing egunty program standards when servicing	hoth registrous and guests	I V (II) N	U Fake
4. Ensures that customers are viewe	d as a priority.		I: (V) TT N	11
FRONT END SKILLS - over	nll rating	1. Indiana in The Section 1. 1 to the second of the second	E O G N	U
1. Ensure gift registry purchases are			1. V. (1) N	II.
 Mointains staffing levels at regis Completes cushout accurately an 			E V G N	17
Completes ensured accurately an Trains ensurers on new policies a			CETV G N	U
5. Ensures GWP and rehate guides	are up to date and cashiers are trained on	procedures.	I. V. O N	II
	t logs, discusses concerns with Managen	nent as necessary.	E CV (I N	11
7. Communicates separity pleas to	onshiers. ique and individual store opportunities for	amine on the own sunfamade double	K CO N	11
9. Adheres to all PLU policies and		cusing on my cong customers neces.	E O G N	ii
10. lineures all POS equipment is in	working order.		NACON	D.
11. Braures that amount Certification	ns and himmun) Carl Test are conducted y	yith all associates.	E V CLD N	U
OPERATIONAL SKILLS .	overall rating	AND DOUGH AND	ENO G A	()
	riples of Pracess Improvement (PI).	man a	J. V ti (N.)	0
	implements safety and loss prevention p	racedures.	L V G N	11
Properly utilizes and uets upon Completes all necessary papers	vark reports,		E V. G N	11
	ords for all operational policies and proce	dures	I W II N	ii
6. Ensures department maintenant	e¢.		I (V) II N	U.
	intains safe, clean work environment.	and annual facts	L. O G N	W
State and officer opposition at the contract of	ications of adhering to front end policies	THE RESERVE THE PROPERTY OF THE PARTY OF THE	PILV () N	11
	GEMENT SKILLS - overall ratin	ħ.	CON G N	ĮI.
Follows instructions: Promptly advises Management a	V ana constalants		V (i N	W.
Seeks advice when appropriate.	a may barranar		Y G N	1)
4. Ability to prioritize work effective	vely, control time and meet dendlines.		LISTY II N	0
5. Exhibits ability to work indepen	dently with minimum supervision; self-st	turter	TO V II N	W.
 Exhibits ability to accept and ac Initiative, salf motivation, entity 			A STATE OF THE N	9
	stasm, attitude and reinformy. with Management and other associates.		TV G N	U
9. Aptilude for dealing with people	e (tool).		N COLY	11
16. Ability to identify critical issue	54.		I (V) G N	M
11. Accomplishes objectives with a	sense of urgency.		FIDV (I N	T)

- PERSONAL WORK CHARACTERISTICS overall rating L. Exercises proper and ethical belinytor at all times.
- 2. Works effectively under pressure.
- Socks greater level of responsibility.
 Willing to work for the good of the Company; is a team player.
 Makes effective use of time.

FE Lend rev. 8/04; 1/07; 07/10

	FRONT END LEAD/SUPERVISOR (Page 2 of 2)
I. ATTENDANCE & PUNCTUALITY:	cceptable Not Acceptable
DACTED has taken the "train the train CTED has been trained and utilize	eduring the appraisal period, compared with the results expected from the course and has acted as a FE trainer as her training in the 800 deet.
Unaccomplished Objectives List the specific goals and objectives not accomplished by the association of a product service or during the period. EDACTED has not her trained.	ciate during the approisal period, compared with the expected results as
or objective indicate how accomplishment of goal/objective will be effective 19/1/16. In about levels are many rained we effective 9/1/1/16. Strengths and Weaknesses: depts. Describe any of the associate's strengths or weaknesses REDACT addressed alsowhere in this review. EDACTED has moved from FES to a proported to dept.	begin following the PT process to ensure within war 1003 depts. In the store of the pasted guides for the depts and function of the pasted guides and using suggested ordering Sevens to use
OVERALL RATING FOR PERIOD REDACTED	354 ROGNU
Name:	Store Name and Number: Manhages 105
Date of Hire;	Ditte of Review 11/1/16
Reviewed associate's signature after review conference:	Significance Date
Reviewer's signature after review conference:	Signific Date
	Reviewer's Princed Name Date

BED BAT	H& REDACTED		NG / STOCK (Page 1 of 2)
BEYON Beyond only store	MD Manual	Store #: 100" Date of review:	BUDUL
dayono diliy siora		rds review type & Indicate Date Duc:	· ·
	DAY REVIEW DUE:	OFFIER (Re	view) due;
	E OF HIRE: BITTHE	ing and the second	
25	, junean	IR A RESULT QUANPER FROM THE FOLLOWING MANAGE	
rinted Name of Dira	in the hot Signature	Position 11-4 de 101 A.S	W.T
rinted Name	Santo Allano significa	2 of vasition property (1000)	ana crape &
rinted Name	Signature	Position	
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rinted Name		Positivo	
Printed Name	Signature	Positivii	AND DESCRIPTION OF THE PARTY OF
K	EY: E - Excellent, V - Very God	od, G - Good, N - Needs Improvement, U	- Unacceptable
			Choose one rating
(Draw a line thro	ugh any skill which isn't applicable.)		EVGNU
CUSTOMER	R SERVICE SKILLS	The second secon	The state of the s
* Understands th	nat the customer is our main priority and c	consistently maintains a customer focus.	H WGNU
* Ensures a pron	npt, friendly approach to all customers.		H (V G N U
* Escorts custom	ners seeking location(s) of specific merch	andise	K (X) ON U
Is alert to customer needs and offers a cart whenever appropriate.		E V Ó'N U	
	kly to customer inquiries and "Passes the		FORNU
*.Complies with 1 guests.	Bridal and Gift Registry program standa	rds when servicing both registrants	E V7Ĝ ² N U
	stomer needs and works to add-on sell.		E V G AV U
	good product knowledge; keeps abreast	of new items and utilizes this knowledge	a v sa pav sa
to enhance serv	vice.	a. Her treating this trial the contract of	R V (6'N U
* Answers the pl	hone promptly and uses proper phone etic	qualle.	E V & N U
TEAM SKILL	S	And the second s	(1) (1) (1) (1) (1) (1) (1) (1) (1) (1)
4 - 41	initiative and completes projects in a time	nty manager	e who we
the second secon	ructive criticism and acts upon it.	gry manner.	n Kilo M U
Programme Comments	ositive outlook toward job.		E OF CHILL
	s effectively with Management and other	associates	E V G/N U
	edule set by the Manager but demonstrate		" 6 (F2. 14 F)
business dictat		The state of the s	E A (Q. N n
* Is a team playe	er.		B (Zanu
* Exhibits profes	ssional manner, dress and appearance at a	ill times.	BODONU
MERCHANDI	ISING & DEPARTMENT MAINTE	ENANCE	An a
The second second	ntain selling floor standards and recovery		E V (6.) N U
and the state of t	oduct sell through and completes pull list	1 m 1 m 2 m 2 m 2 m 2 m 2 m 2 m 2 m 2 m	r v a Λ^2 u
* Demonstrates	good product knowledge and uses the inf		Ju 27
selling floor ef	ffectively.	0	EVGNU
	nd utilizes IDA to resolve selling floor in		E V(Q)NU
"hares to sho	ortage reduction and compliance procedu	res.	B V, W N U

* Safely handles equipment and maintains safety awareness.

I.E.	
1. ATTENDANCE & PUNCTUALITY:	Acceptable Not Acceptable
OALS AND OBJECTIVES	
Objectives Accomplished	
	e during the appraisal period, compared with the results expected from
goals established at previous review or during the period.	e during the appraisal portion, compliced with the reading expected from
Very good og was of 12+, 1617 poll	Africa desir
considerably lowers the lar of the sh	y n offerd orders
We recognize the second control of the control of t	MININE STATE OF THE STATE OF TH
Unaccomplished Objectives List the specific goals and objectives not accomplished by the asso defined in previous review or during the period. 1) 10 Not have a supposed to the period.	ociate during the appraisal period, compared with the expected results as
Goals and Objectives for next Review Period:	
Identify 2-3 quantitative and/or qualitative goals or objectives the a objective indicate how accomplishment of goal/objective will be n	associate should focus on during the next review period. (For each goal or neasured and indicate target date for accomplishments.)
Dick Three on Deduct	19m placing orders using the suggested
ZATIFEDACTED WILL DO	In to prace so back stock and Replanishment
using the POG System	
2113	
The state of the s	
Strengths and Weaknesses:	
	I feel are materially related to their performance and which are not
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review.	
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review.	rect are materially related to their performance and which are not - Service and protect Wing division of the conclete
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review. DACTED 12 12 12 12 12 12 12 12 12 12 12 12 12 1	- Service and prober Vine divine a concret
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review. DACTED 15 15 15 15 15 15 15 15 15 15 15 15 15 1	
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Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review. DACTED 15	the service and probert time do is a constant
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Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review. DACTED 15 155 115 155 155 155 155 155 155 155	Circle one rating E V (G) N U
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review. DACTED 15	Circle one rating E V G N U
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Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review. DACTED 15	Circle one rating E V G N U
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review. DACTED 15 155 115 155 155 155 155 155 155 155	REDACTED Signature Da
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review. DACTED 15	Circle one rating E V CON U
Strengths and Weaknesses: Describe any of the associate's strengths or weaknesses which you addressed elsewhere in this review. DACTED 15	REDACTED Signature Service and grobed Vincidoria Control Circle one rating E V (C) N U F-25

J: prmsh.wd(rev.2000;8/04;1/07;3/07;6/10)

-	Case: 1:17-cv-05124 Document #: 61 Filed: 12/20/17 Page 82 of 130 PageID #:1222
B	BED BAIH & Name of 1st Interviewer John Date 9/5/1/2
Be	eyond ony store of its kind. Please log All comments/answers on form
-	Let's start by having you give me a brief overview of your work experience starting with your most recent position.
	1) What are/were your main responsibilities as Med 2) What is/was your work schedule like? Mask IIIs - 3 has be invited to a school of the sch
	3) Why did you leave? finder (with the first of the fi
-	All associates and managers are expected to approach customers who are actively shopping in our departments and offer service. In macases it's not only the initial greeting, but asking qualifying questions in order to provide an answer that will allow them to purchase the ideal product.
	Scenario: Tell me about any item that you own personally and like, and how would you convince me to buy it?
-	Our Bridal registry program is a very important part of our business. Our goal is for all associates to be capable and excited about registering and assisting our couples and their guests.
	Scenario: A couple comes in to register with us. What types of things would you say to a new couple to display enthusiasm about their wedding and registering with us? (Anything which demonstrates that the associate would be able to engage the couple would be acceptable.)
an	Our positions require our associates and managers to move about in a store; sometimes these movements are made quickly and repeatedly. If considered for a position with us, would you be able to perform the following functions:
	P Climb ladders up to 10' to replace and retrieve merchandise Ayes □No*
	Push/pull up to 40 lbs. ☐Yes ☐No*
	? Stand for long periods of time. Yes \(\square\) No*
	? Maintenance; cleaning of the bathrooms, picking up paper on the selling floor, taking pride in our stores appearance. Leves DNo.
	? If the answer is NO * to any question, ask "What would be needed to allow them to perform the functions?" (List response):
	(List response).
	Scenario: While you are on a ladder pulling down stock to merchandise your department you look over and see a customer who looks confused in the next aisle although they haven't asked for help. You then hear a page asking you to come to the office immediately. What do you do?
6)	Are you able to work: Days ⊈xes □No Nights ⊈Yes □No Weekends ∰xes □No
7)	Will you need any additional time off during the next 6 months? i.e. vacations planned already?
-	All Associates and Managers are required to adhere to following dress code guidelines. Clothing should be appropriate for the workplace and be clean and neat.
	Review Dress code: All Clothing should be well fitting: Shirts not too light or too low cut. All length of skirts in good taste.
	The following are not permitted:
	Mid drift shirts or sleeveless shirts (tube, halter or lank tops) T-shirts-"undergarment t-shirts" Open toe, open heel shoes (tlip flops, sandals) Facial Jewelry other than earnings "Hoodies"- any shirt or sweater with a hood. Brands & Logos are permitted on shirts; however they must be small

Interviewers should say the following: "Thank you for interviewing with us. If we decide to go further with the interview process, we will contact you."

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_	- 0

BED	BATI	-18
BEY	ON	
Beyond a	ny store o	its kind

Revised 5/2015 Name of Candidate Name of Interviewer

Please log All comments/answers on form

**	Let's start by having you give me a brief overview of your work experience starting with your most recent position.	Helpo Undes
	Let's start by having you give me a brief overview of your work experience starting with your most recent position. 1) What are/were your main responsibilities as (2000) What is/was your work schedule like?	auto slop

3) Why did you leave _ 4) What do you like most about working in retail? Least?

All associates and managers are expected to approach customers who are actively shopping in our departments and offer service. In many cases it's not only the initial greeting, but asking qualifying questions in order to provide an answer that will allow them to purchase the ideal product.

Scenario: Tell me about any item that you own personally and like, and how would you convince me to buy it?

Our Bridal registry program is a very important part of our business. Our goal is for all associates to be capable and excited about registering and assisting our couples and their guests,

Scenario: A couple comes in to register with us. What types of things would you say to a new couple to display enthusiasm about their wedding and registering with us? (Anything which demonstrates that the associate would be able to engage the couple would

Our positions require our associates and managers to:

- Climb ladders to replace and retrieve merchandise. Dies DNo*
- Lift up to 40 lbs. EYes ONo*
- Stand for long periods of time Tyes UNo"
- Maintenance; cleaning of the bathrooms, picking up paper on the selling floor, taking pride in our stores appearance.

If considered for a position with us, would you be able to perform these functions? (Leave Line law a yearline response for each mark successfully)

If the answer is NO*, ask "What would be needed to allow them to perform the functions?" (Ust response)

Scenario: While you are on a ladder pulling down stock to merchandise your department you look over and see a customer who looks confused in the next alsie although they haven't asked for help. You they hear a page asking you to come to the office immediately. What do you do?

6) Are you able to work: Days Aves Nights Dyes DNo DNo Weekends Pres

7) Will you need any additional time off during the next 6 months? i.e. vacations planned already? TYPE (Hut duton)

All Associates and Managers are required to adhere to following dress code guidelines. Clothing should be appropriate for the workplace and be clean and neat.

Review Dress code: All Clothing should be well filting: Shirts not too tight ar too law cut. All length of skirts in good taste.

The following are not permitted:

Mid drift shirts or sleeveless shirts (tube, halter or tank tops) T-shirts-"undergarment t-shirts" Facial Jewelry other than earnings Wearing of cell phones or electronic devices Shorts, Leggings, jeggings and athletic pants (sweat, yoga, jogging)

Clothing that is torn or ripped Open toe, open heal shoes (flip flops, sandals) Day-Glo or pastel dyed hair is not permitted "Hoodies"- any shirt or sweater with a hood,

Brands & Logos are permitted on shirts; however they must be small

For all candidates you are not going to hire, please be sure that we are being consistent with our closing message. Interviewers should say the following:

"Thank you for interviewing with us. If we decide to go further with the interview process we will contact you."

Case: 1:17-cv-05124 Document #: 61 Filed: 12/20/17 Page 85 of 130 PageID #:1225

REDACTED	
PET DATE 8 Name of Candidate	- 21
DLU DATTICK Name of 1 st Interviewer	Dale 87/6/16
Beyond any store of its kind. Please log All comments/answers on form	7 1
> Let's start by having you give me a brief overview of your work ex	vnarionce starting with your most ra-
cent position.	when selecting with Ann lines is-
What are/were your main responsibilities as ? What is/was your were continuous.	ork schedule like?
3) Why did you leave ? 4) What do you like m	ost about working in retail?
3) Why did you leave? 4) What do you like m	plo.
All associates and managers are expected to approach customers who ments and offer service. In many cases it's not only the initial of tions in order to provide an answer that will allow them to purchase the ideal product.	
Scenario: Tell me about any item that you own personally and like, and how	w would you convince me to buy it?
Our Bridal registry program is a very important part of our busine to be capable and excited about	ss. Our goal is for all associates
registering and assisting our couples and their guests.	The second secon
Scenario: A couple comes in to register with us. What types of things would you so their wedding and registering with us; (Anything which demonstrates that the essociate would be a constraint of the constraint of the constraint with the constraint of the constrain	ay to a new couple to display enthusiasm about ld be able to engage the couple would be neceptable.)
5) Our positions require our associates and managers to move about in a store; some and repeatedly. If considered for a position with us, would you be able to perform the (Leave Lime for a yea/ho response for each and mark accordingly)	netimes these movements are made quickly be following functions:
? Climb ladders up to 10 to replace and retrieve merchandise - UYes ONo*	9
? Lift up to 40 lbs ? Push/pull up to 40 lbs ? Stand for long periods of time: ENo*	∃Yes □No*
 Stand for long periods of time: Tyes "INo" Maintenance; cleaning of the bathrooms, picking up paper on the selling floor, taking 	pride in our stores appearance, Pes ONo"
If the answer is NO * to any question, ask "What would be needed	d to allow them to perform the functions?"
(List response):	- 12 - 37 - 13 - 13 <u>2</u> 1 - 12 - 13 - 13 - 13 - 13 - 13 - 13 -
Scenario: While you are on a ladder pulling down stock to merchandise your dep who looks confused in the next aisle although they haven't asked for help. You then immediately. What do you do?	oartment you look over and see a customer hear a page asking you lo come to the office
6) Are you able to work: Days Dives DNo Nights Dives DNo Week	ends eves the Sator Scan
7) Will you need any additional time off during the next 6 months? i.e. vacations plan	nged already?
DYOS (HOLORIGO) DNO SEPOT 13	
All Associates and Managers are required to adhere to fo'llowing do be appropriate for the	ress code guidelines. Clothing should
workplace and be clean and neat.	
Review Dress code: All Clothing should be well fitting: Sh	irts not too tight or too low cut.
All length of skirts in good taste.	
The following are not permitted:	
Mid drift shirts or sleeveless shirts (tube, halter or tank tops)	Clothing that is torn or
T-shirts-"undergament t-shirts"	Open toe, open heel shoes (flip
flops, sandals) Facial Jawelry other than earnings	Day-Glo or pastel dyed hair is not permit-
ted Wearing of cell phones or electronic devices	"Hoodies" - any shirt or sweater with
a hood.	investige any surer of sweater with
Shorts, Laggings, jeggings and athletic pants (sweat, yoga, jogging)	Brands &

frayised 5/2010

Logos are permitted on shirts; however they must be stull

Case: 1:17-cv-05124 Document #: 61 Filed: 12/20/17 Page 86 of 130 PageID #:1226 Tues 75at 2 Name of Cendidate Date 8/18/16 Name of 1st Interviewer Boyond any store of its kind, Please log All comments/answers on form Let's start by having you give me a brief overview of your work experience starting with your most recent position. What are/were your main responsibilities es. 2) What is/was your work schedule like? -30m 4) What do you like most about werking in retail? 3) Why did you leave All associates and managers are expected to approach customers who are actively shopping in our departments and offer service. In many cases it's not only the initial greeting, but asking qualifying questions in order to provide an answer that will allow them to purchase the ideal product. Scenario; Tell me about any item that you own personally and like, and how would you convince me to buy it? Tub not- Strike well - last-1/07 Our Bridal registry program is a very important part of our business. Our doal is for all associates to be capable and excited about registering and assisting our couples and their guests. Scenario: A couple comes in to register with us. What types of things would you say to a new couple to display enthusiasm about their wedding and registering with use (Anyming which demonstrates that the associate would be able 5) Our positions require our associates and managers to move about in a store; sometimes these movements are made quickly and repeatedly. If considered for a position with us, would you be able to perform the following functions: (Leave time for a yearing response for each and mark accordingly) P Climb ladders up to 10 no replace and retrieve merchandise \(\sigma\) Yes \(\sigma\) No* Lift up to 40 lbs. ZYes DNo* ? "Push/pull up to 40 lbs. Pres UNO Stand for long periods of time. Elyes DNo* Maintenance; cleaning of the bathrooms, picking up paper on the selling floor, taking pride in our stores appearance. Lives INo* the answer is NO * to any question, ask "What would be needed to allow them to perform the functions?" (List response): Scenario: While you are on a ladder pulling down stock to marchandise your department you look over and see a customer who looks confused in the next aisle although they haven't asked for help. You then hear a page asking you to come to the office Immediately. What do you do? 6) Are you able to work: Days Dyes DNo Nights □Yes □No Weekends 7) Will you need any additional time off during the next 6 profiths? i.e. vacations planned already? NO DYes (In outes) All Associates and Managers are required to adhere to following dress code guidelines. Clothing should be appropriate for the workplace and be clean and neat. Review Dress code: All Clothing should be well fitting: Shirts not too tight or too low cut. All length of skirts in good taste. The following are not permitted: Mid drift shirts or sleeveless shirts (tube, halter or tank tops) Clothing that is torn or ripped T-shirts-"undergament t-shirts" Open toe, open heel shoes (flip flops, sandals) Facial Jewelry other than earnings Day-Glo or pastel dyed hair is not permit-Wearing of cell phones or electronic devices "Hoodies" - any shirt or sweater with a hood. Shorts, Leggings, jeggings and athletic pants (sweat, yoga, jogging) Brands & Logos are permitted on shirts; nowever they must be small Revised 5/2016

2017-11-22 11:38

men nam	I D NE	ame of Candidate			
BED BAIL	70	ame of 1 ⁶¹ Interviewer	Dani Leni	0	Data 9/13/10
BEYON Beyond any store of	n Teal	All comments lansw	ers on form		Date 1 1 1 1
De Let's start by hav	wing you give me a brief overview	den tentra den d'uni	Property Colorado de Casal	ecent position.	
+OPen	were your main responsibilities	as ? 2) WI Dependent Stocks. Of ped Bookings W	nat is/was your work sche M-F. G-C hat do you like most about past? Nanage	dule like?	Decd w/
Stall	There wants	TO REGIE	not falling h	im Sovous	COMPTHON.
cases It's not only purchase the ide		qualifying questions in o	rder to provide an answer	that will allow them to	
Scenario:	Tell me about any item that Astom - Qualit	you own personally a Y vo Spach	nd like, and how would Eculon . PANL	you convince me to elarol-S	buy it?
	ry program is a very important pa saisting our couples and their qu		goal is for all associates to	he capable and excit	ed about
	A couple cames in 1p register wing and registering with use (Awyling N-M-AU)				nthusiasim about
5) Our positions red and repeatedly. If a (Leave line for a yeston response to	quire our associates and man considered for a position with oreachand mark accordingly)	nagers to move about us, would you be abl	in a store; sometimes t s to perform the followi	nese movements a ng functions:	re made quickly
P Climb ladder	rs up to 10 to replace and retries	ve merchandise 1988	□No*		
10 miles 10 miles 10 miles 10 miles 10 miles	lbs. Dies Dio	4 -4 -5 -5 -5	up to 40 lbs. Thes D	No*	
	ng periods of time. DYes DNo e; cleaning of the bathrooms, pic		ling floor, taking gride in d	ur stores annearance	. □Yes □No*
g=a					
400000000000000000000000000000000000000	f the answer is NO " to any qu	uestion, ask "What wi	fuld be needed to allow	them to perform th	e functions?"
(List response):					
who looks co	While you are on a ladder pull onfused in the next alsis althoug. What do you do?				
immediately.	Cues	merja	1	/	
immediately.		MI LUE COM TO	o Weskends D	es ONo	
6) Are you able to w	vork: Days Tyes Tho	Nights Dyes DN	VYESKOINS 5		
6) Are you able to w	y additional time off during th		/	ady?	
6) Are you able to w 7) Will you need an □Yes « > All Associates and workplace and be	y additional time off during th (stokes) d Managers are required to adher clean and neat,	e next 6 months? i.e. UNo re to following dress cod	vacations planned aire	ould be appropriate fo	rthe
6) Are you able to w 7) Will you need an □Yes « > All Associates and workplace and be	y additional time off during th stoken) d Managers are required to adher	e next 6 months? i.e. UNo re to following dress cod	vacations planned aire	ould be appropriate fo	r the
6) Are you able to w 7) Will you need an □Yes « > All Associates and workplace and be	y additional time off during th istology) d Managers are required to adher clean and nost, code: All Clothing should be we	e next 6 months? i.e. UNo re to following dress cod	vacations planned aire e guidelines. Clothing sho or too low cut. All length o	ould be appropriate fo	r the
6) Are you able to w 7) Will you need any DYes (All Associates and be Review Dress Middilt shirts of T-shirts undergone and Jewelry of the work of the shirts of the sh	y additional time off during the states; d Managers are required to adher clean and neat, code: All Clothing should be we The follow sleeveless shirts (lube, haller or lank	e next 6 months? i.e. No re to following dress cod Il filling: Shirts not too light lowing are not perm	vacations planned aired e guidelines. Clothing sho or too low cut. All length of itted: Clothing that is tom or ripp Open toe, open heel shoe Day-Glo or pastel dyed he	ould be appropriate fo skirts in good taste. ed s (Illp flops, sandals)	*

507	A SIL LUCAVALE FOI A. II	d: 12/20/17 Page 88 of 130 PageID #:1228
TIME	- ST NONE	alle .
	BED BALLER	100 de 11 1 0/15/11
	BEYOND Name of 1th Inter	viewer Till Fra Co
	Beyond my store of its kind Blease (of All Solume)	(ts)answers emilionin
	> Let's start by having you give me a brief overview of your work	experience starting with your most recent position.
	1) What are/were your nailn responsibilities as?	2) What is/was your work schedule like? U.e.O + S.O.T.
*	3) Why did you leave ?	4) What do you like most about working in retail?
	Still working	compatable Hal.
	cases it's not only the initial greeting, but asking qualifying que purchase the ideal product.	
	Scenario Ich me about any item that you own por fellom - Short heliably 9	sonally and like, and how would you convince me to buy it? LLAT GLLALIX Y.
		less. Our grail is for all associates to be capable and excited about
	Scenario: A couple comes in to register with us. What i their working and registering with us? (Anything which demonstrate)	ypess of things would you say to a new couple to display enthusiasm about pulls asymmowould be able to engage the comple would by acceptable.)
	Stam yours looking to	n -
	5) Our positions require our associates and managers to me and repeatedly. If considered for a position with us, would y pure true for a position with us, would y	ve about in a store; sometimes these movements are made quickly ou be able to perform the following functions:
	? Climb ladders up to 10" to replace and retrieve morehand.	
100		Push/pult up to 40 lbs. PIVes TINO*
6	Stand for long periods of turns-diffes □No*	on the selling floor, taking pride in our stores appositing.
	Maintenance; cleaning of the both rooms, picking up paper	on the builling floor, taking pride in our stores appearance. OYes LINe*
	" If the answer is NO " to any question, ask	"What would be needed to allow them to perform the functions?"
	(instrusponse);	
	Scenario: While you are on a ladder pulling down along who looks confused in the next alale although they haven mimediately. What do you do?	ek to merchandise your department you look over and see a customer it reskou for help. You then hour a page asking you to come to the officer
	6) Are you able to work; Days Lives DNo Nights	Yes IINO Weekends Lives DNo
	7) Will you need any additional time off during the next 6 mg	nths?-iro. vacations plarmed already?
	filves per catego)	
	All Associates and Managers are required to adhere to following workplace and be clean and neat.	
	Review Dress code: All Clothing should be well fitting: Shirts	
	The following are	not permitted:
	Mid drift shirts or sleevekes shirts (tube, halter or laph tops) T-stides "undergarment t-shirts" Facial Jewelry other than earnings "Hondles" any shirt or sweater with a hood.	Clubling that is torn or dipped Open too, open heel shoes (flip flops, sandrás) Day Glo or pastel dyed helr is not permitted Shorts, Leggings, jeggings and athletic pants (sweat, yoga, paging)
	Extransionaria Committee de Portuga da Committe de Del Saluta de Committe de Committe de Committe de Committe	programment with the transference and the second se
	+ For all candidates you are not going to hire, please be	sure that we are being consistent with our closing message,

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Case: 1:17-cv-05124 Document #: 61 Filed: 12/49/17/26884390 of 130 PageID #:123655

REDACTED

Name of Candidal
Name of Interviewer the libre!
Let's start by having you give me a brief overview of your work experience starting with your most recent position.
1) What are/were your main responsibilities as
2) What is/was your work schedule like? (for PT positions explain we schedule 1 to 3 shifts)
3) Why did you leave mound for k to any
4) What do you like most about working in retail? In treatility with to there !
All associates and managers are expected to approach customers who are actively shopping in our departments and offer service. In many cases it's not only the initial greeting, but asking qualifying questions in order to provide an answer that will allow them to purchase the ideal product. Aucrys Kell The costumer costumer costumers.
Scenario: Tell me about any item that you own personally and like, and how would you convince me to buy it?
6) Our Bridal registry program is a very important part of our business. Our goal is for all associates to be capable and excited about registering and assisting our couples and their guests.
Scenario: A couple comes in to register with us. What types of things would you say to a new couple to display enthusiasm about their wedding and registering with us? Anything which demonstrates that the associate would be able to engage the couple would be acceptable.
7) Our positions require our associates and managers to *climb ladders to replace and retrieve merchandise. *lift up to 40 lbs. *stand for long periods of time. *Maintenance; cleaning of the bathrooms, picking up paper on the salling floor, taking pride th our stores appearance If considered for a position with us would you be able to perform this function? (leave time for a yes/no
response for each) ** If the answer is NO, ask what would be needed to allow them to perform the functions?
8) Scenario —while you are on a tedder pulling down stock to merchandise your department you took over and see a customer who looks confused in the next slele although they haven't asked for help. You then hear a page asking you to come to the office immediately. What do you do?
Are you able to work nights? Weekends? (leave time for a yes/no response) If you were to be hired, would you need any additional time off for vacations that have already been planned?
10) Review Dress code: All shirts should be well fitting - not to tight or too low out "Leggings" and "Hoodies" are not permitted. Hoodies pertain to any shirt or sweater with a hood. T-shirts-"undergarment t-shirts" are not permitted. Brands and Logos are permitted on shirts, however they must be small in size. No mid drift shirts
No Olivan for Area hard shoes

For all candidates you are not going to hire, please be sure that we are being consistent with our closing message. Interviewers should say the following: "Thank you for interviewing with us. If we decide to go further with the interview process we will contact you.

No Shorts or Sleeveless shirts

Length of skirts in good taste

Facial Jewelry other than earnings is not permitted

No wearing of call phones or electronic devices is permitted

Day-Glo or pastel dyed hair is not permitted

Case: 1:17-cv-05124 Document #: 61 Files 12/201772684391 of 130 PageID #:129135 2017-10-25 14:13

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Jame of Interviewer, Danie kelling
The state of the s
et's start by having you give me a brief overview of your work experience starting with your most recent position.
What are/were your main responsibilities as taking sace of pullents have a state of
2) What is/was your work schedule like? (for PT positions explain we schedule 1 to 3 shifts) Actinity's and A
3) Why did you leave ? har \
4) What do you like most about working in retail? Interacting with your ly east?
5) All associates and managers are expected to approach customers who are actively shopping in our departments and offer service. In many cases it's not only the initial greeting, but asking qualifying questions in order to provide an answer that will allow them to purchase the ideal product.
Scenario: Tell me about any item that you own personally and like, and how would you convince me to buy it? ///// 6 6) Our Bridel registry program is a very important part of our business. Our goal is for all associates to be capable and excited about registering and assisting our couples and their guests.
Scanario: A couple comes in to register with us. What types of things would you say to a new couple to display enthusiasm about their wedding and registering with us? Anything which demonstrates that the associate would be able to engage the couple would be acceptable.
7) Our positions require our associates and managers to *climb ladders to replace and retrieve merchandise.* *lift up to 40 lbsi. *atand for long periods of time. *Maintenance; cleaning of the bathroome, picking up paper on the selling floor, taking pride in our stores appearance If considered for a position with us would you be able to perform this function? (leave time for a yes/no response for each) ** If the answer is NO, ask what would be needed to allow them to perform the functions?
6) Scenario -while you are on a ladder pulling down stock to merchandise your department you look over and see a customer who looks confused in the next alste although they haven't asked for help. You then hear a page asking you to come to the office immediately. What do you do?
to come to the office immediately. What do you do? The surveyor you not with a restorer
Are you able to work nights? Weekends? (leave time for a yea/no response) (1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
him water
40) Davidsy Dragg code . (1) abbits about to see 800
10) Review Dress code : All shirts should be well fitting - not to tight or too low cut ✓
 "Leggings" and "Hoodles" are not permitted, Hoodles pertain to any shirt or sweater with a hood.
 T-shirts-"undergarment t-shirts" are not permitted.
 Brande and Logos are permitted on shirts, however they must be small in size.
No mid drift shirts
No open toe or open heal shoes.
 No Shorts or Sleaveless shirts
 Facial Jeweiry other than earnings is not permitted
Length of skirts in good faste
Day-Glo or pastel dyed hair is not permitted
No wearing of cell phones or electronic devices is permitted
and mading or sell buouds or stedtrollic devices is betwitted

For all candidates you are not going to hire, please be sure that we are being consistent with our closing message, interviewers should eav the following: "Thank you for interviewing with us. If we decide to go further with the interview process we will contact you.

Case: 1:17-cv-05124 Document #: 63653690 12/20/1772084132 of 130 PageID #:1230/35 2017-10-25 14:13

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Name of Candidate
Name of Interviewer Daiel Blue
Let's start by having you give me a brief overview of your work experience starting with your most recent position.
1) What are/were your main responsibilities as Jackor /Dyant
2) What Is/was your work schedule like? (for PT positions explain we schedule 1 to 3 shifts) mountrys/afforce
3) Why did you leave company went out of Auxmes
4) What do you like most about working in retail? interesting with customers
5) All associates and managers are expected to approach customers who are actively shopping in our departments and offer service. In many cases it's not only the initial greeting, but asking qualifying questions in order to provide an answer that will allow them to purchase the ideal product.
Scenario: Tell me about any Item that you own personally and like, and how would you convince me to buy it?
6) Our Bridel registry program is a very important part of our business. Our goal is for all associates to be capable and excited about registering and assisting our couples and their guests.
Scenario: A couple comes in to register with us. What types of things would you say to a new couple to display enthusiasm about their wedding and registering with us? Anything which demonstrates that the associate would be acceptable.
7) Our positions require our associates and managers to *climb ladders to replace and retrieve merchandise. *lift up to 40 lbs.t *stand for long periods of time. *Maintenance; cleaning of the bathrooms, picking up paper on the salling floor, taking pride in our stores appearance If considered for a position with us would you be able to perform this function? (leave time for a vestino response for each) **If the answer is NO, ask what would be needed to allow them to perform the functions?
8) Scenarto—while you are on a ladder pulling down stock to merchandles your department you look over and see a customer who looks confused in the next alse although they haven't asked for help. You then hear a page asking you to come to the office immediately. What do you do? Always help the curtains the first
Are you able to work nights? Weekends? (leave time for a yes/ Desponse) If you were to be hired, would you need any additional time off for vacations that have already been planned?
10) Review Dress code: All shirts should be well fitting - not to tight or too low cut "Leggings" and "Hoodles" are not permitted. Hoodles pertain to any shirt or sweater with a hood. "T-shirts-"undergament t-shirts" are not permitted. Brands and Logos are permitted on shirts, however they must be small in size. No mild drift shirts No open toe or open heal shoes No Shorts or Sleeveless shirts Facial Jewelry other than earnings is not permitted Length of skirts in good taste Day-Glo or pastel dyed hair is not permitted No wearing of cell phones or electronic devices is permitted

For all candidates you are not going to hire, please be sure that we are being consistent with our closing message. Interviewers should say the following: "Thank you for interviewing with us. If we decide to go further with the interview process we will contact you.

Case: 1:17-cv-05124 Document #: 61 Filest; 12/20/167 Person 33 of 130 PageID #:1239/35 2017-10-25 14:14

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	- 1 1	-			

Name of Candidate
Name of Interviewer Dantel Achoe
Let's start by having you give me a brief overview of your work experience starting with your most recent position.
4131/12/
2) What is/was your work schedule like? (for PT positions explain we schedule 1 to 3 shifts) Mornings / Wish is
3) Why dld you leave? \$PG50rc. 1
4) What do you like most about working in retail? Helping (USTONE'S Least? rother)
5) All essociates and managers are expected to approach customers who are actively shopping in our departments and offer service. In many cases it's not only the initial greating, but asking qualifying questions in order to provide an enswer that will allow them to purchase the ideal product.
Scenario: Tell me about any item that you own personally and like, and how would you convince me to buy it?
6) Our Bridgi registry program is a very important part of our business. Our goal is for all associates to be capable and excited about registering and assisting our couples and their guests.
Scenario: A couple comes in to register with us. What types of things would you say to a new couple to display enthusiasm about their wadding and registering with us? Anything which demonstrates that the associate would be able to engage the couple would be acceptable.
7) Our positions require our associates and managers to *climb ladders to replace and retrieve merchandise *lift up to 40 lbs. 1 *stand for long periods of time *Maintenance; clegning of the bathrooms, picking up paper on the selling floor, taking pride in our stores appearance If considered for a position with us would you be able to perform this function? (leave time for a yes/no response for each) ** If the answer is NO, ask what would be needed to allow them to perform the functions?
8) Scenario —while you are on a ladder pulling down stock to merchandise your department you look over and see a customer who looks confused in the next alse although they haven't asked for help. You then hear a page asking you to come to the office immediately. What do you do?
8) Are you able to work nights? Weekends? (leave time for a yes/no response) Mountays 4nd 11/9/1/5 If you were to be hired, would you need any additional time off for vacations that have already been planned?
10) Review Dress code: All shirts should be well fitting - not to tight or too low cut "Leggings" and "Hoodies" are not permitted. Hoodies pertain to any shirt or sweater with a hood. T-shirts-"undergarment t-shirts" are not permitted. Brends and Logos are permitted on shirts, however they must be small in size. No mid drift shirts No open too or open heel shoes. No Shorts or Sleeveless shirts Facial Jewelry other than earnings is not permitted. Length of skirts in good tasts. Day-Glo or pastel dyed heir is not permitted. No wearing of cell phones or electronic devices is permitted.

For all candidates you are not going to hire, please be sure that we are being consistent with our closing message. Interviewers should say the following: "Thank you for interviewing with us. If we decide to go further with the interview process we will contact you.

REDACTED

	Name of Candidate
	Name of Interviewer Dan Kehoc
	Let's start by having you give me a brief overview of your work experience starting with your most recent position.
	1) What are/were your main responsibilities as 165ht rung procky, 5 hocking
	2) What Is/was your work schedule like? (for PT positions explain we schedule 1 to 3 shifts) Mornings/Nigh Ft
	3) Why did you leave school
	4) What do you like most about working in retail? Least? Indeceding with people.
	5) All associates and managers are expected to approach customers who are actively shopping in our departments and offer service. In many cases it's not only the initial greating, but asking qualifying questions in order to provide an answer that will allow them to purchase the ideal product.
	Scenario: Tell me about any Item that you own personally and like, and how would you convince me to buy it?
	6) Our Bridgi registry program is a very important part of our business. Our goal is for all associates to be capable and excited about registering and assisting our couples and their guests. University Tie (15 1510) Program
	Scenario: A couple comes in to register with us. What types of things would you say to a new couple to display enthusiasm about their wedding and registering with us? Anything which demonstrates that the associate would be able to engage the couple would be acceptable.
	7) Our positions require our associates and managers to colling ladders to replace and retrieve merchandise. Hift up to 40 lbs. *stand for long periods of time.
	*Maintenance; clanning of the bathrooms, picking up paper on the selling floor, taking pride in our stores appearance
	If considered for a position with us would you be able to perform this function? (leave time for a yealno response for each) ** If the answer is NO, ask what would be needed to allow them to perform the functions?
	the second of the land of the second of the second of the land of
	8) Soenario —while you are on a ladder pulling down stock to merchandise your department you look over and see a customer who looks confused in the next alsie although they haven't asked for help. You then hear a page asking you to come to the office immediately. What do you do? Help the next also asking you to come to the office immediately. What do you do? Help the next also all the next also asking you to come to the office immediately. What do you do? Help the next also asking you are the next also a
	B) Are you able to work nights? Weekends? (leave time for a yes/no response) If you were to be hired, would you need any additional time off for vacations that have already been planned? No
	10) Review Dress code : All shirts should be well fitting - not to tight or too low cut
	"Leggings" and "Hoodles" are not permitted. Hoodles pertain to any shirt or sweater with a hood.
	* T-shirte-"undergarment t-shirts" are not permitted. * Branda and Logos are permitted on shirts, however they must be small to size
	 Brends and Logos are permitted on shirts, however they must be small in size. No mid drift shirts
	No open toe or open heel shoes
	No Shorts or Sleeveless shirts
	 Facial Jewelry other than parnings is not permitted
	 Length of skirte in good taste
1	 Day-Glo or pastel dyed hair is not permitted

For all candidates you are not going to hire, please be sure that we are being consistent with our closing message. Interviewers should say the following: "Thank you for interviewing with us. If we decide to go further with the interview process we will contact you.

No wearing of cell phones or electronic devices is permitted

OCT-27-2017 04:00PM FROM-

T-250 P 002/003 F-523







AN EQUAL OPPORTURITY EMPLOYER
It is the policy of 8st 8ath & Beyond to recruit, hire, train,
promote, traceller, compensate, and provide all other conditions
of employment including Company appropriate events without
regard to reco, color, creed, religion, national origin, agr, sex,
maintal status, lawful allem status, execute discintation, physical
or mental disability, ritizenship status, veteran status, or any
other basis probabilish by law.

		Please complete all raqui	osted information	. Use ink and print.	
GENERAL INFORMAT TODAY'S DATE	IION	DATE AVAILABLE FOR WORK:	POSITION DESIRED		SALARY DESIRED
NAMEREDACT	TED		FULL TIME _	35+ HRS PER WE	PART TIMELESS THAN 35 HRS
- 44	***		AGE UF YOU ARE UN	IDER 15 YOU MAY HAVE TO PROVIDE	A WORK FERMIT BEFORE STARTING WORK!
"REDACTI	FD	Althous:	ARE YOU AT LEAST	18 YRS OLD?YESNO	
REDACT	ED		ARE YOU AT LEAST	16 YHS OLD? YES NO	
REDACTE	ĵ.	**************************************	PLEASE INDICATE	THE HOURS (BOTH DAY AND EVE	NINGI YOU ARE AVAILABLE TO WORK:
		MPANIES BEFORE, SYATE WHERE, WHEN,	SUN Am	_ MON Army T	UES Any WED Any
FINAL FOSITION AND	REASON FOR LEAVING	IBBBB, Christmas Tree Shops, Harmon 8/er	THURS	FRI AL	SAT Any
buybuy Babyl			NOTE: ALTHOUGH	EVERY EFFORT TO ACCOMMODA	AYE INDIVIDUAL PREFERENCES WILL BE MAD
			The state of the s		LL OF THE FOLLOWING: EXTENSION OF HOUR
		OMPANIES BEFORE (BOAB, Christmas Tree	5 church	WORK SCHEDULE, SATURDAY	AND/OR SUNDAY HOURS, OVERTIME,
Shops, Harmon &/or be	uybuy Baby)/ YES _	L'NO (IF YES, WHERE)	attu	20 wild	ars. Am tion wak
	and the second s	TE: DO NOT ANSWER "YES" OR PROVIDE ANY	DO YOU HAVE AN	Y RELATIVES EMPLOYED BY OUR	COMPANY? _YES _NO IF YES.
The second secon	IVE BEEN BEALED, EXPUNG	ESTS THAT DID NOT LEAD TO A CONNICTION, ED, ENSMISSED, OR OTHERWISE ERADICATED BY	IDENTIFY BY NAM	E AND LOCATION TO AVOID WOR	RK ASSIGNMENT CONFLICTS.
WORK EXPERIENCE (START WITH CURRE	NT EMPLOYER AND CONTINUE WITH FO	RMER EMPLOYERS EMPLOYER #2	5)	
DORESS	STREET	CITY STATE ZIP	ADDRESS	STAGET CIT	Y STATE ZIP
HONE	SUPERVISOR	INTE	PHONE	SUPERVISOR	TITLE
OSITION	FINAL SALARY	REASON FOR LEAVING	POSITION	FINAL SALARY	REASON FOR LEAVING
ATES OF EMPLOYME	NT: FROM:	TO:	DATES OF EMPLO	VMENT:	то.
MPLOYER #3			EMPLOYER #4		
ODKESS	STREET	CITY STATE ZIP	ADDRESS	STREET CIT	TY STATE ZIP
HONE	SUPERVISOR	THLE	PHONE	SUFERVISOR	TITLE
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ATES OF EMPLOYME	NT: FROM:	TO:	DATES OF EMPLO	YMENT: FROM:	TO:
		NS FAMILIAR WITH YOUR WORK ABIT IT	V (EXCLUDE RELA	TIVES	T HOW LONG
	IAME	PHONE NUMBER		HOW ACQUAINTED	
	IAME	PHONE NUMBER	HOW ACQUAINTED		HOW FONG
NAME PHONE NUMBER		HOW ACQUAINTED		HOW LONG	
	IAME	PHONE NUMBER		HOW ACQUAINTED	HOW LONG
PLEA	ASE COM	PLETE REMAINDER	OF API	PLICATION ON	REVERSE SIDE.
ALLEGO PROPERTY (COMPANY) COMPANY	en e	DO NOT WRIT	E BELOV	V THIS LINE.	n nymeropeonologymus (re-sel-sel-sel-selsessensen)
HIRING PERSONNEL	COMPLETE THIS SI	CTION ONLY AFTER AN OFFER OF THE	LOYMENT IS MAD	SO)	START DATE OF
	Associate	T (TEMP) OR (REG.)	FT OR	TI STOREM MALE OB	FEMALE 0/2/4
ATE OF BIRTH		HOURT OR COEFF. MGR. OR SALARIE		7.72	NEXT REVIEW DATE

TRACE ICIRCLE ONE)

WHITE - BLACK - HISPANIC/LATING ASIAN - AMERICAN INDIAN/ALASKA NATIVE NATIVE HAWAHAN/PACIFIC ISLANDER - TWO OR MORE RACES (NONE OF WHICH ARE HISPANIC OR LATING)

SIGNATURE OF HITMIG WORNDUAL?

SOCIAL SECURITY NUMBER REDACTED

589 170 (R 3/10)

OCT-27-2017 D3:52PM FROM-

T-248 P 001/003 F-521



PHR025 (R. 04/12)

FACE VALUES



buybuy BABY AN EQUAL OPPORTUNITY EMPLOYER
It is the pulsey of Bid Bath & Beyond to recruit, hire, train, promote, traineter, companiate, and provide all wher conditions of employment including Company sponsored events without regard to race, color, sined, religion, national origin, ade, say, manial splus, lawful allem status, sexual orientation, physical or montal disability, citizenchip shaller, veteran status, or any other basis prohibited by law.

GENERAL INFORMATION & SECURITY	the state of the s		2000年2月1日
TODAY'S DATE 17 114117	DATE AVAILABLE FOR WORK;	POSITION DÉSIRED:	SALARY DESIRED;
NAME UREDACTED	LE.	FULL TIME 35+ HRS PER WK PART	TIME X LESS THAN 35 HITS
REDACTED		AGE HE YOU ARE UNDER 19 YOU MAY HAVE TO PROVIDE A WOR	S PEAMIT BEFORE STARTING WORKS
MEDACTED ()	STATE ZIP	ARE YOU AT LEAST IS VRS OLD? KYES NO	
REDACTED	TELEPHONE (SECONDARY):	ARE YOU AT LEAST 16 YRS OLD?YESNO	
F YOU HAVE WORKED FOR ANY OF DUR O	OMPANIES REFORE STATE WHERE WHEN	PLEASE INDICATE THE HOURS (BOTH DAY AND EVENING) Y	OU ARE AVAILABLE TO WORK:
	5 (8B&B, Christmas Tice Shops, Harmon &/or	Anishme Acter 4:30	
buybuy Baby)		THURS APKY 4:30 FRI AFRY 4:30 SAT	A Company of the Comp
	- in-		0
INTERPOLATION AND TO AND ACTION	COMPANIES BEFORE (BB&B, Christmas Tree	NOTE ALTHOUGH EVERY EFFORT TO ACCOMMODATE HID BUSINESS NEEDS MAY REQUIRE ANY OR ALL OF TH	
Shops, Harmon &/or buybuy Baby)?YES	Section 1. Comment of the Comment of	A ROTATING WORK SCHEDULE, SATURDAY AND/O	
applicators by Hi, wa and pheladelphia, pa sho	NO NOT DECLORATE		
have you been convicted of a felohy? Inote: Do	NOT ANSWER "YES" OR PROVIDE ANY INFORMATION	DO YOU HAVE ANY RELATIVES EMPLOYED BY OUR COMPA	ANY? YES THIS IF YES,
REGARDING THE FOLLDWING: (A) ARRESTS THAT DI DIAT HAVE BEEN SEALED. EXPUNGED, DISMISSID, COURT ORDER, INCLUDING SEALED OR EXPUNGED	ON OTHERWISE ENADICATED BY STATUTE OR	IDENTIFY BY NAME AND LOCATION TO AVOID WORK ASSI	
work experience startewith Grah			Company of the Same of the Same
TUYNING Stone Cash	Charles and the second	Salon Aida	
ADDRESS U STREET	VETONU, STATE VETONU, WY	ADDRESS STREET CITY	AFULL NY 13413
PHONE CIDEDIAGOD	TITLE	PHONE SUPPRIVISOR	THE
POSITION PROBLEMY	REASON FOR LEAVING	POSITION FINAL SALARY	REASON FOR LEAVING
Control of the contro	Family bussings	DATES OF EMPLOYMENT:	family bussiness open
FROM: 3 20	11 TO: 11/2.011	FROM: 03/2009	10: 11/2011.
Victoria's Pizacria		Excelles	8707 710
935 South St	Utica WV 13501	Utica Bassines park Utice	NM 13561
315-125-2137 REDAC	TED Manager	315 - REDACTED	Title
Monager. # 8-25	MEASON FOR LEAVING	Tem Date Gotor \$1100	REASON FOR LEAVING
DATES OF EMPLOYMENT:	111 10: 071 2017	DATES OF EMPLOYMENT: MOM: 9 112017	TO: CHEVEAL
11100	ONS FAMILIAB WITH YOUR WORK APILLY	1112015	CALLET A
REDACTED	PHONE MIMBER	Salun Aida THANKINGER	21110 HOW LONG
NAME	REDACTED PHONE NUMBER	ROW ACQUAINTED	7 MOW LONG
REDACTED	REDACTED	Mykuy mgs / Manager.	HOW LONG
REDACTED	REDACTED	Friend.	HOW LONG
REDACTED	REDACTED -	MUNICLY ACQUAINTED	21975
PLEASE COM		R OF APPLICATION ON RE	VERSE SIDE.
as as seem to a seem the inter-	DO NOT WRIT	E BELOW THIS LINE.	
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OCT-27-2017 03:56PM FROM-

T-249 P 001/003 F-522





AN EQUAL OPPORTUNITY EMPLOYER
It is the policy of Bed Bath & Boyond to recruit, hire, train, promote, (fansier, compensate, and provide all other conditions of amployment including Company sponsored events without regard to race, color, cocod, religion, national origin, age, sex, manifal status, laydid atten status, abada orientation, physical or mental disability, obtain-hip status, veteran status, or any other basis grobibiled by low

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OCT-25-2017 03:47PM FROM-

T-242 P.003/004 F-515



BBB170 (R 00/11)



BARY FACE VALUES

AN EL __OPPORTUNITY EMPLOYER
It is the policy of Bed Bath & Beyond to requir, hire, train, promote, transfor, compensate, and provide all other conditions of employment including Company Aponsorial events without regard to race, color, creed, religion, national origin, age, sex, mandal status, lawful alten status, sexual origination, physical or mental disability, citizenship status, yeteran status, or any other basis prohibited by law.

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OCT-27-2017 03:49PM FROM-

T-247 P.005/008 F-520



PHR025 (R 04/12)

FACE VALUES





AN EQUAL OPPORTUNITY EMPLOYER
It is the policy of Bed Bath & Beyond to recruit, hire, trains, promote, transfer, represente, and provide all other conditions of employment including Company spansared events without regard to race, color, exect, religion, instands origin, age, see, maintal status, lawful allen status, sownad orientation, physical or mental disability, citizenably status, vectoral status, or any other basis prohibited by law.

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FACE VALUES"





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00 0 000	sor's Signature:	1161		Date 11-6-16
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FACE VALUES"



buybuy BABY

ASSOCIATE SEPARATION FORM (Use this form whenever an associate resigns or is terminated) 1. Complete and review scettons 1-11 below 2. Ensure that seem calling associate results seeting 10 a

 Complete and review scettons 1-1 Review and confirm all hours; ch CT, GA, LA, MA, NJ, NM, NY at Process your STATE'S S 	ringe status in Time & Attendance ad TN;	Ensure that Reparading associated, if applicable, submit final pay Notify Taix/Equitax via Case B	
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	AST DAY WORKED: 6/2 this date represents the last day the a physically worked)	sxaciate (see ** at bottom a	DATE: 6/26/17 If form for situations where SEPARATION differs from LAST DAY WORKED)
4. REASON FOR LEAVING - Check RESIGNATION/VOLUNTARY:	all that apply: TERMINATION/INVO	LUNTARY:	
Better Job Opportunity	Job Elimination		
Return To School	Poor Performance		
Medical	Misconduct	☐ SEPARATION P	ROCESSED THRU CASE BUILDER
Job Abandonment	1_Other	(Check box once	completed)
Scheduled Work Hours I too many	/ 🗆 160 few		
Other (Give specific reason)			
5. COMPANY PROPERTY RETURN Keys (store, terminals, thermost. Alarm, telephone and computer Associate loans repaid in full Name Badge —	nts)	6. BENEFITS - CheckAssociate infor	r, if applicable; med of COBRA
Other	General	5 VACATION "	1 HOZIDAY
7. FINAL PAY - Check all that apply:	(1021	8. CURRENT ADDRE	ESS. (MEM DAY)
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9. USE BACK SIDE OF THIS FOR	M FOR ASSOCIATE COMM	MENTS, IF ANY.	
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X Associate's Signature:	TYN, I A TO	1	Dote -
11. XSupervisor's Signature:		Talkiti-	Date
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moverely

4/9/09
Danielle Reha
DOH 5/9/05
Operations Mgr.
Store #770
Warning

Today 4/9/09, Tim Palmer (DM) had a conversation with Danielle Reha (OPS Mgr.) regarding her performance, specifically regarding cash handling.

Tim explained to Danielle that through a recent LP investigation it was found that Danielle allowed associates to count out register tills alone, which is a violation of company policy. In permitting associates to count the register tills alone, Danielle caused the company a financial loss. There must be two associates in the cash office when counting out register tills as per the company policy and procedures.

It was outlined for Danielle that as an assistant manager Bed Bath & Beyond expects that she is setting the highest standard in the building and is leading by example to her staff at all times. Tim specifically reviewed the company expectations for cash handling policy and procedures, and Danielle acknowledged that she understood.

Tim reiterated the expectations that Bed Bath & Beyond has for all managers, and made it clear that any reoccurrence of this or any other violations of company policy/procedure or inconsistence work performance could result in termination of employment.

Tim Palmer



Jen Gulde: Pampered Chef concern

Brian Snell & Judy Cohen

06/15/2017 03:42 PM

This message has been forwarded.

on 6/13/17 DM Tim Palmer spoke with DOPs Jen Gulde (DOH: 9/8/03) regarding concerns that she
had allowed #260 ASM Danielle Reha to have a Pampered Chef party at her house, which is a clear
conflict of interest and demonstrates extremely poor judgment by a member of District Support.
Pampered Chef is a consultant based on-line retailer specializing in various Housewares and Dining /
entertaining products. Their website is www.pamperedchef.com

While Jen originally indicated to Tim that no other employee from BBBY other than #260 ASM
 Danielle Reha had attended the 6/1/17 party, it later became clear through conversation that #850

ASM Amanda Demato and #850 Dept. Mgr Sarah Aronson were also in attendance.

Jen explained that 6/1/17 represented the only time she had hosted such an event and did not appear
to originally understand why this would represent an issue, stating she was just having a party with
her friends. Tim explained the Company's concern from a solicitation and conflict of interest
perspective, as well as the expectation for members of district support relating to judgement.

- Jen asked Tim if she was going to be separated, to which Tim explained that the matter was serious in nature and would be reviewed with the appropriate parties in the coming days. Tim further explained to Jen that she had been making some terrible decisions recently (scheduling / attendance), and also reminded her that she had just been administered an overall "Meets Some Expectation" review in May
- In addition to the above managers, #260 Dept. Mgr Doreen Dawson was also overhead discussing matters pertaining to Pampered Chef on the phone while at work. It was this observation, made by DCST Dawn Mihalek, that began our inquiry into the matter. Dawn Informed DHRM Renee Ryan of her observation of Doreen's phone call as well as the 6/1 party, which Dawn indicated she had recently been made aware and had felt uncomfortable about.

Please find attached screen captures confirming ASM Danielle Reha's involvement with Pampered

Chef as well as the 6/1/17 party hosted by Jen.



Danielle Reha Pampered Chef 6-15-17.docx

While there have been no conversations with any of the other managers involved at this time, once
the appropriate action is determined / taken with Jen the intention is to begin reviewing this matter in
detail with each of the managers involved and holing them accountable as well.

The collective recommendation is to separate Jen based on her extremely poor judgement as a

member of the District Support Team.

Brian Snell Regional Human Resources Manager ☎(201) 825-7399 ⊥(201) 825-6810 Ĵ(845) 500-7844 t I brian.snell@bedbath.com

A please consider the environment before printing this email.



FACE VALUES





ASSOCIATE SEPARATION FORM (Use this form whenever an associate resigns or is terminated)

	1. Complete and review sections 1-11 below 3. Review and confirm all bours: change status in Time & Attendance 5. CT. GA, LA, MA, NJ, NMI, NY and TN: Process your STATE'S SEPARATION NOTICE			Ensure that separating associate reads section 10 and signs as indicated Happlicable, submit final pay request to Corporate Payroll Notify Talx/Equifax via Case Builder					
1,	NAME: John Dunne	LAST 4 OF SOCIAL SECURITY		#: XXX-XX-4174 S			STORE #: 1246		
2.	JOB CLASSIFICATION (che	ck one):	Part Time (Less than 35 brs per wk)	(35 ar	Full Time more hrs per wk)		Mgmt		
3.	START DATE: 7/30/2007 L		WORKED: 8/3/2017 SE the represents the last day the a physically worked)		(see ** at bottom of i		situations wi m LAST DA		
	REASON FOR LEAVING - C SIGNATION/VOLUNTAR Better Job Opportunity		at apply: TERMINATION/INVO	DLUNTARY	'i				
	Return To School		Poor Performance	2					
	_Medical		Misconduct	V	SEPARATION PR	OCES	SED THRU	JCASE	BUILDER
	_Job Abandonment		Other	(Check box once co	mplete	d)		
	Scheduled Work Hours too Other (Give specific reason)	many/口t	no few						
5.	COMPANY PROPERTY RE	TURNED -	Check all that apply:	6. BE	NEFITS - Check,	if appli	cable:		
	Keys (store, terminals, the Alarm, telephone and com Associate loans repaid in I Name Badge Other	rmostats) puter acces			Associate informed				
7.	FINAL PAY - Check all that a	ipply:		8. CU	RRENT ADDRES	SS:			
	Vacation Reg: 33.7	0.7	n OT: 0.0	30.55					
	Floating Holiday Reg: 18.0		Holiday OT: 0.0	Address: 197 Beach Street Address Line 2:					
	Associate/Employer agree on final check: Based ondays worked for salaried associates Based onhours worked for hourly associates Associate received final check today in the amount of \$ If applicable, associate loan paperwork forwarded to payroll			City: Bronx State: NY					
	if apprecions, associate form paper work to made to pa		The for manager to projects	Zip Code: 10464					
	✓ If applicable, final paycheck mailed to Address noted in #8			Phone Number: (516) 4103724					
9.	USE BACK SIDE OF THIS	FORM F	OR ASSOCIATE COM	MENTS, IF	ANY.				
10.	 taken. Any such adjustmen As you leave us, we wanter information regarding Bed records, computer files, cor 	le to your fin t is set forth I to remind y Bath & Beyon puter disks to the compa	al paycheck for any tacation above in Section 7. you of your continuing obliga- ond and its operations. Pleas manuals and notes relating any, as you may remember fi- ment with us.	n time you had ation not to dis se also make so or belonging to rom your assoc	close to anyone any our you have returned a the company. You clute handbook, and t	confident all documay not may not but is wi	tial business aments and take any su ny your obli	s and/or prother item teh materia gation of c	roprictary is such as als with you.
	Associate's Signature:	-AL	~				Date	8/61	17
11.	Supervisor's Signature:				4		Date		
	Store Manager's/Corp Count	erpart's Sig	gnature: Nan /	MARGIEL	20		Date	8/01	17
**	employment	different from the is absent from		or a specific period			at the decision	was made to	soprimite

Failure to return from vacation: the separation date is the date in which the associate was scheduled to return from an approved vacation.

John Dunne Assistant Manager #553 DOH: 7/30/07 NTF 8/11/12

Today, 8/11/12, Rob Frazzetta (SM) had a conversation with John Dunne (Assistant Manager) regarding his performance; relating specifically to his failure to follow company procedure.

It was explained to John that he had failed to follow proper protocol on 7/18/12 when there was a suspicious store credit issued in the amount of \$3006.83. John failed to follow up with a Security Alert to alert other stores in the area about the incorrect store credit, resulting in a \$2700.00 loss for the company.

Rob explained to John that he expects him to be following up on all areas of responsibility within his role, and that failing to execute the above negatively impacts the overall performance of the building and creates potential liability issues. Rob also reminded John that these processes and procedures are part of his responsibility, and as the Assistant Manager and/or MOD he must follow up on them to ensure that he leads by example and protects the company.

Rob expressed his disappointment in John's actions, and made it clear that any violations of these rules or any other action, which in the opinion of Management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Rob Frazzetta Store Manager John Dunne Assistant Manager #553 DOH: 7/30/07 NTF 12/11/12

Today, 12/11/12, Rob Frazzetta (Store Manager) had a conversation with John Dunne (Assistant Manager), regarding John's poor performance, relating specifically to failure to complete appropriate tasks and Managerial responsibilities as it relates to a proper store close. Rob reminded John that as Manager he is responsible for the leadership and development of his team and he should be leading by example.

Today, Rob specifically addressed John continually failing to complete a proper recovery and close of any of the rooms. In addition, John has been reported to spend a lot of time on personal phone calls in the office.

Rob explained to John, that he is currently performing at a lower standard than expected of an Assistant Manager and he is failing to hold himself and the Associates accountable. Additionally, Rob explained to John that as an Assistant Manager, he will be held to a higher standard and he should be leading by example. This is not acceptable for Assistant Manager standards.

Rob reviewed the expectations that Bed Bath & Beyond has for all managers, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Rob Frazzetta

John Dunne Assistant Manager #1246 DOH: 7/30/07 4-26-13 ROC

Today, 4-26-13, Leticia Deirio (Store Manager) spoke to John Dunne (Assistant Manager) regarding his performance; relating specifically to his substandard execution of completing his front end basics training. It was discussed with John that despite being employed with Bed Bath and Beyond for more than 5 years, he falled to make front end training a priority and work on his own development, resulting in his failure to properly support service in the store by assisting at the front end.

It was explained to John that by making front end training a priority he is negatively impacting his own development and ultimately, the business in failing to develop his knowledge and grow as a senior manager, Leticia communicated to John that Bed Bath and Beyond expects all senior managers to complete all their training in order to have a global understanding of the building and an ability to assist in all aspects of the business. Leticla then gave specific time frames to work on his front end training and was also told if he faces challenges in meeting these expectations they must be communicated to the store manager. It was explained to John that he had demonstrated poor judgment in falling to work on his front end Basics training, and therefore negatively impacting the store and his development.

Leticia expressed her disappointment in John's actions and informed him that any reoccurrence of this or any other violations of company policy/procedure or inconsistent work performance may result in disciplinary action.

eticia Delrio,

10-15-'13 11:37 FROM-

10-09-'13 09:11 FROM-Bed Bath & Beyond410 9145282812

T-175 P0002/0002 F-949 T-432 P0001/0002 F-561

John Dunne Assistant Manager #1246 DOH: 7/30/07 July 27, 2013 Record of Conversation

Today, 7/27/13, Leticia Delikio (Store Manager) had a conversation with John Dumie (Assistant Manager), regarding John's poor performance, relating specifically to failure to complete appropriate tasks and Managerial responsibilities.

Today, Leticia specifically addressed John continually falling:

- . To have a proper recovery
- · Window treatment room not completed to standards
- # 2 Lato calendar tasks
- · Payroll over hours week 3 and 4
- . F/E paperowk due by 7/12; Front End Re-certifications not completed

Leticia explained to John, that he is currently performing at a lower standard than expected of an . Assistant Manager and he is failing to hold himself and the Associates accountable. Additionally, Leticia explained to John that as an Assistant Manager, he will be held to a higher standard and he should be leading by example. This is not acceptable for Assistant Manager standards.

Letion reviewed the expectations that Bed Bath & Beyond has for all managers, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and instituting immediate termination of employment.

Leticia Del Rio

10-10-'13 01:12 FROM-

10-09-'13 09:21 FROM-Bed Bath & Beyond410 9145282812

T-197 P0011/0012 F-981 T-483 P0010/0011 F-562

John Dunne
-Assistant-Manager #1246DOH: 7/30/07
September 9, 2013
Record of Conversation

Today, 9/9/13, Judi Gold (Store Manager) had a conversation with John Lupne (Assistant Manager), regarding John's poor performance, relating specifically to failure to complete appropriate tasks and Managerial responsibilities as it relates to following up on price changes, POS events and proper planning. Judi reminded John that as Manager he is responsible for the leadership and development of his team and he should be leading by example.

Today, Jodi specifically addressed John failing to complete price changes and POS events in a timely manner.

Jodi explained to John, that this could negatively impact the service standards in the building as well as store sales.

Jodi reviewed the expectations that Bed Bath & Beyond has for all managers, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the husiness, will result in disciplinary action, up to and including immediate termination of employment.

John Dunne Assistant Manager #1246 DOH: 7/30/07 December 9, 2013 Record of Conversation

Today, 12/9/13, Jodi Gold (Store Manager) had a conversation with John Dunne (Assistant Manager), regarding John's poor performance, relating specifically to failure to complete appropriate tasks and Managerial responsibilities.

Today, Jodi specifically addressed John not having the appropriate sense of urgency for daily tasks such as:

- 1 Daily reality walks
- 2 Reacting to daily soft side issues before requiring a complete reset
- 3 Signage
- 4 Filling
- 5 Display walks
- 6 Transfers

Jodi explained to John, that he is failing to hold himself and the Associates accountable for the daily standards expected of him. Additionally, Jodi explained to John that as an Assistant Manager, he will be held to a higher standard and he should be leading by example.

Jodi reviewed the expectations that Bed Bath & Beyond has for all managers, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Jodi Gold Store Manager John Dunne Assistant Manager #1246 DOH: 7/30/07 December 20, 2013 Record of Conversation

Today, 12/20/13, Jodi Gold (Store Manager) spoke with John Dunne (ASM) to discuss his performance, relating specifically to his poor judgment.

It was outlined for John that he has been displaying a lack of presence on the sales floor during the recovery shift. Jodi explained to John that he has been spending entirely way too much time in the office when he needs to be on the floor running the recovery block.

Jodi further explained to John that by staying in the office he is unable to manage the business and service levels on the floor and it is evident in the condition of the building during his shifts.

Jodi expressed her disappointment in John's actions, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Jodi Sold

05-12-'14 10:49 FROM-Bed Bath & Beyond410 9145282812

T-959 P0001/0001 F-525

05-12-'14 08:53 FROM-

T-634 P0002/0003 F-938

John Dunne Assistant Manager #1246 DOH: 7/30/07 March 7, 2014 Record of Conversation

Today, 3/7/14, Iodi Gold (Store Manager) spoke with John Dunne (ASM) to discuss his performance, relating specifically to his poor judgment when dealing with a customer.

It was outlined for John that he had allowed his frustrations to show and get in the way of appropriately dealing with a customer when Jodi overheard him asking a customer, more than once, to, when he was done, put back the comforters that he had unrolled down to the floor. Each time John said it, his tone became harsher.

Judi further explained to John that as a Senior Manager, he sets the example for the store. Judi understood that the customers response was very demoning, but that John needed to maintain our level of service with the customer and adjust his tone and body language.

Jodi expressed her disappointment in John's actions, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Josh Gold

John Dunne Assistant Manager #1246 DOH: 7/30/07 March 26, 2014 Record of Conversation

Today, 3/26/14, Jodi Gold (SM) had a conversation with John Dunne (Assistant Manager) regarding his performance; relating specifically to his failure to follow up on MOD walks.

It was explained to John that the stores compliance in these areas is not acceptable and consistently puts the Managers in a position where tasks are not completed and/or results in customer service issues. Jodi further explained that this was the third conversation addressing the lack of compliance on the MOD forms.

Jodi explained to John that she expects him and any other Manager to be following up on all areas of responsibility within his role, and that failing to do so negatively effects the overall performance of the building and creates service issues.

Jodi expressed her disappointment in John's lack of follow through and explained the expectations that Bed Bath & Beyond has for all managers, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Jodi Gold Store Manager John Dunne Assistant Manager #1246 DOH: 7/30/07 March 26, 2014 Record of Conversation

Today, 3/26/14, Jodi Gold (Store Manager) spoke with John Dunne (ASM) to discuss his performance, relating specifically to his poor judgment when speaking in an unprofessional tone.

It was outlined for John that he had allowed his frustrations to show and get in the way of appropriately dealing with Associates and fellow Managers.

John chose to address his concerns about the recovery of the building with another Senior Manager on the walkie talkie. Jodi explained to John that addressing his concern in a public forum was a poor decision on his part and he should speak to another Manager privately if he has concerns. Additionally, John should keep in mind that there will always be situations in the building that may prevent things from happening as we would like, but he should be sure to ask the questions first.

Jodi also explained to John that it had come to her attention that he began to argue back and forth with an Associate who kept another Associate later than the scheduled shift to help deal with lines on the front end. John said that when Stephanie Cifuentes got loud with him, he started getting loud back.

Jodi reminded John that as a Senior Manager, he sets the example for the store. Jodi further explained that they do not manage people or situations by screaming, and that is the Managers' responsibility to teach, train and coach the Associates in order to best correct their actions and ensure that they understand the "whys."

Jodi expressed her disappointment in John's actions, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Jodi/Gold /

John Dunne Assistant Manager #1246 DOH: 7/30/07 July 29, 2014 Record of Conversation

Today, 7/29/14, Jodi Gold (SM) had a conversation with John Dunne (Assistant Manager) regarding his performance.

It was explained to John that while Jodi was on vacation, he and the other Senior Managers failed to maintain standard routines already established in the store, such as:

- MOD forms being completed to include BAS walks
- Put away portion of the Merchandise Planner not completed at all
- Board Meeting paperwork was incomplete
- · EAS Cage audits were incomplete

Jodi explained to John that he is expected to follow up on all areas of responsibility within his role, and that failing to properly execute the above negatively impacts the overall performance of the building. Additionally, Jodi reiterated the importance of staying on routines.

Jodi expressed her disappointment in John's actions, and made it clear that that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

John Dunne Assistant Manager #1246 DOH: 7/30/07 August 12, 2014 Record of Conversation

Today, 8/12/14, Jodi Gold (Store Manager) had a conversation with John Dunne (Assistant Manager), regarding John's poor performance, relating specifically to failure to complete appropriate tasks and Managerial responsibilities.

Today, Jodi specifically addressed to orders that auto cancelled on 8/1/14. John was made aware and reminded that the orders were in the system and printed for him, but falled to grab the orders to pull the items.

Jodi explained the importance on following up on these orders and that as the MOD it is his responsibility to ensure that the items are pulled promptly and the customers needs are met.

Jodi reviewed the expectations that Bed Bath & Beyond has for all managers, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Jodi Gold /

John Dunne Assistant Manager #1246 DOH: 7/30/07 January 2, 2015 Record of Conversation

Today, 1/2/15, Keith Haack (SM) spoke to John Dunne (Assistant Manager) regarding his overall performance, as it relates specifically to customer service. It was discussed that John had failed to follow the steps of LEAD to appropriately deal with a customer situation.

Keith explained to John that when he realized the customer was returning a different item than the one that was supposed to be in the box he denied the return and told the customer he would research the information and get back to her. John failed to follow up on the return and did not contact the customer. Keith further explained that he should validate the return by checking the return history to ensure this was not an LP issue. If it turned out that he could not accommodate the customer, he should have partnered with DCST to assist in addressing the matter, but to not get back to the customer was completely unacceptable.

John did not practice Lead and deliver the service expected by the customer. John failed to show the sense of urgency the customer had expected.

Keith expressed his disappointment in John's lack of commitment to customer service and explained that making a customer happy is ALWAYS the top priority in our company. Keith also illustrated to John the negative effects not empathizing with the customer and not resolving their issues can create within the store. Keith explained to John that as an Assistant Manager it is his responsibility to lead by example and drive our high level of service standards.

Keith explained to John how he needs to be a champion of service in the store and always foster our LEAD philosophy. Keith further explained the expectations that Bed Bath & Beyond has for all managers and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Keith Haack, Store Manager

Keith Hourt 4/19/15

2014-10-15 05:45

0781 8452980821 >> SpanDSP Fax Ident

P 20/21

04-19-'15 08:38 FROM. . .

T-243 P0003/0003 F-087

John Dunne Assistant Manager #1246 DOM: 7/30/07 March 4, 2015 Record of Conversation

Today, 3/4/15, Keith Haack (Store Manager) had a conversation with John Dunne (Assistant Manager), regarding John's near performance, relating specifically to failure to complete appropriate tasks and Managerial responsibilities.

Today, Kelth specifically addressed John's failure to complete any of his MOD walks during his 5 MOD walks on the week ending 2/28/15.

Keith explained the importance of the MOD program and that recording his observations and training during a shift is an integral part of the program.

Keith reviewed the expectations that Bed Bath & Beyond has for all managers, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business. Will result in disciplinary action, up to and including immediate termination of employment.

Keith Haack Store Manager

Keilly Hawke 4/19/15

John Dunne Assistant Manager #1246 DOH: 7/30/07 May 12, 2015 Record of Conversation

Today, 5/12/15, Keith Haack (Store Manager) had a conversation with John Dunne (Assistant Manager) regarding his performance; relating specifically to his failure to comply with minor laws.

On 4/30/15 a minor was scheduled from 5:30 to 9:00 pm. Instead, the Associate worked from 6:11 pm until 10:30 pm.

It was explained to John that he had failed to follow through on this area of responsibility within the store, despite the clear direction and understanding that it is the Managers responsibility to closely monitor and regulate all minor schedules and breaks to ensure compliance. Keith expressed to John that he is ultimately failing to hold himself accountable for not executing these specific best practices, allowing two violations in one shift—working over four hours and past 10:00 pm.

Keith explained to John that he expects him to be following up on all areas of responsibility within his role, and that falling to execute the above negatively impacts the overall performance of the building.

Keith expressed his disappointment in John's actions, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Keith Haack

2015-05-30 13:06

0781 8452980821 >> 19148851064

P 15/26

John Dunne Assistant Manager #1246 DOH: 7/30/07 August 24, 2015 Record of Conversation

Today, 8/24/15, Keith Haack (Store Manager) had a conversation with John Dunne (Assistant Manager) regarding his performance; relating specifically to the following:

- Failing to complete the weekly store checklist that was due on 8/21/15
- Failing check for ROPIS orders during his LOD shift on 8/24/15 resulting in an autocancel on the order

Keith explained to John that he expects him to be following up on all areas of responsibility within his role, and that failing to execute the above negatively impacts the overall performance of the building.

Keith also explained that it is part of John's responsibility, as a Manager, to ensure that she completes assigned projects on time.

Keith Haack Store Manager John Dunne Assistant Manager #1246 DOH: 7/30/07 January 5, 2017 Record of Conversation

Today, 1/5/17, Cian Maggiore (Store Manager) spoke with John Dunne (ASM) to discuss his performance, relating specifically to his poor judgment when speaking in an unprofessional tone.

It was outlined for John that he had allowed his frustrations to show and get in the way of appropriately dealing with a fellow ASM and the Store Manager.

Cian reiterated fro John that he had lost is temper and was screaming at Cian and Chun about an Associate calling out. John was swearing and yelling at Cian in front of Chun.

Cian reminded John that as a Senior Manager, he sets the example for the store. Cian further explained that they do not manage people or situations by screaming, and that is the Managers' responsibility to teach, train and coach the Associates in order to best correct their actions and ensure that they understand.

John apologized for his behavior and understood that this would not be tolerated moving forward.

Cian expressed his disappointment in John's actions, and made it clear that any violation of company policy, or any other action, which in the opinion of management is detrimental to the orderly conduct or integrity of the business, will result in disciplinary action, up to and including immediate termination of employment.

Cian Maggiore

EXHIBIT 16

02-28-'14 08:07 FROM-Bed Bath & Beyond

7168254120

T-146 P002/003 F-308



FACE VALUES





AS	SSOCIATE SEPARATION FORM (Use this form whenever an associate resigns or is terminated)
	1. Complete and review sections 1-14 below 2. Ensure that reporting associate roads saction 10 and signs as indicated 4. If applicable, submit final pay request to Corporate Payroll 5. CT, GA, LA, MA, NJ, NM, NY and TN: Process your STATE'S SEPARATION NOTICE 2. Ensure that reporting associate roads saction 10 and signs as indicated 4. If applicable, submit final pay request to Corporate Payroll 6. Notify Talx/UC Express via WebSep
ι.	NAME: Chris Dylanas SOCIAL SECURITY # REDACTED STORE # 57/
2.	JOB CLASSIFICATION (check one): Purt Time Full Time Mgmt (Lest than 35 hts par wh) (35 or more his pir wh)
3.	START DATE: 3-3-9 LAST DAY WORKED: 2-22-4-4 (this date represents the last day the associate physically worked) LAST DAY WORKED: 2-22-4-4 (see ** at bottom of form for altuntions where SEPARATION DATE differs from LAST DAY WORKED)
	REASON FOR LEAVING - Check all that apply: 2SIGNATION/VOLUNTARY: TERMINATION/INVOLUNTARY: TALX/UCEXPRESS CODE USED: Better Job Opportunity Job Elimination Return To School Poor Performance Medical Misconduct SEPARATION PROCESSED THRU WEB SEP Job Abandonment Other (Check box once completed) Scheduled Work Hours I too many / I too few Other (Give specific reason)
5.	COMPANY PROPERTY RETURNED - Check all that apply: Keys (store, terminals, thermostats) Alarm, telephone and computer access codes erased Associate loans repaid in full Name Badge Other
7.	FINAL PAY - Check all that apply: Vacation/Floating Holiday/Comp. day adjustment made in Time & Attendance Indicate plus or minus days for vacation adjustment: Indicate Floating Hol/Comp. days owed (if applicable) Associate/Employer agree on final check: Based on days worked for salariced associates Based on hours worked for hourly associates Associate received final check today in the amount of \$ If applicable, associate loan paperwork forwarded to payroll Associate will return to store to pick up check on If applicable, final paycheck mailed to Address noted in #8
9.	USE BACK SIDE OF THIS FORM FOR ASSOCIATE COMMENTS, IF ANY.
	Separating associate is to read this section before signing form: An adjustment may be made to your final paycheck for any variation time you had taken but not yet accrued, or that you had account but not yet taken. Any such adjustment is set forth above in Section 7. As you leave us, we wanted to remind you of your continuing obligation not to disclose to anyone any confidential business and/or proprietary information regarding Bed Bath & Deyond and its operations. Please also make sure you have returned all documents and other items such as records, computer files, computer disks, manuals and notes relating or belonging to the company. You may not take any such materials with you. These things are important to the company, as you may remember from your associate handbook, and that is why your obligation of confidentiality continues even after you leaveled playment with us. I fully understand the information that I seed in Section 10. If there is anything that I did not understand, I have asked for an explanation. Associate's Signature: Date
11.	Supervisor's Signature: Date 2/2-7 //4
	Store Manager's/Corp Counterpart's Signature: Date 2-12-18
** I	EXAMPLES OF SEPARATION DATE IMPRENIE FROM LAST DAY WORKED The Last Day Worked was sensuly different form the regignation/learninglian date. The Last Day Worked was sensuly different form worth & does not notify the store for a specific pointed of time; separation date is the date that the decision was made to separate uniployment. Failure to return form an opproved LOA or WC leave. Failure to setten from the proved vestion the separation date is the date that the associate was scheduled to return from an opproved vestion.

Recap of Conversation in regards to inappropriate comments made by Chris Dykeman

Chris Dykeman ASM Store 515

On Friday 1/8/10 SM Derrick Cranston and I sat down with Chris to discuss his poor judgment and inappropriate comments he was making to another Manager in the building.

I first asked Chris if he knew why I was there to speak to him, he responded that he did not. I then asked if he remembered the conversation that Sr. DM Brian Walsh and Region HR Manager Brian Snell had with him on 11/25/09 in regards to him making some inappropriate comments to another individual in the building. Chris responded that he did, I then asked him if he had made any comments in particular to ASM Bob Clos in regards to SM Derrick Cranston. At that point he referenced a conversation that he and Bob-were-having in a "Joking" manor-in-reference to Bob being-Derrick's favorite now and that bob was in the "circle" and Chris was out. I then asked Chris at any point did he stand behind Derrick while he was having a conversation with Bob and rub his nose insinuating to bob that he was a "brown noser" (so that derrick could not see him). At that point Chris admitted that he had done that.

I again referenced the conversation that Brian Walsh and Brian Snell had with him on 11/25 and asked him what part of his job in jeopardy due to poor judgment and inappropriate conduct did he not understand.

I reminded Chris that his job is already in jeopardy for his judgment and conduct, and that he needs to refrain from this behavior towards ANY other employee in the building going forward. Chris acknowledged that he understood and we ended the conversation.

Robert Schmeer

MAR-23-2010 11:28AM FROM-Bed Ba+h & Beyond 515

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Christopher Dykeman March 14, 2010 ASM Store #515 DOH: 3/3/08 NTF-Key Turn Approval Violation

On March 14, 2010, Derrick Cranston (SM) spoke to Chris Dykeman, (ASM) regarding his violation of the company policy on key turn authorizations.

Chris keyed a manager approval on 3/5/10 on an employee sale in which the cashier was the employee making the purchase. (Cherese Jones on register 52 at 9:35 pm; transaction 7943). Bed Bath & Beyond has loss prevention guidelines that do not allow a cashier to key his/her own employee sale. The manager approving the sale must confirm the policy is being followed.

Detrick expressed his disappointment in Chris's actions, and Detrick made it clear that at no time should Chris approve a transaction that violates company policy. Detrick told Chris that further violations of company policy will result in disciplinary action, up to and including termination.

Derrick Cranston, Store Manager

Christopher Dykeman DOH 3-3-08 ASM # 511 2-27-14

RE: Termination of Chris Dykeman

Today, 2-27-14, Rob Schmeer (District Manager) and John Cairnduff (District HR Manager) met with Chris to discuss the resolution of the case regarding the missing deposit from 12-13-13 in store 511.

Rob, John, and Chris were together in the Store Manager's office. Rob advised Chris that we were there to discuss the closure of the case that he and Scot Tadusz (Area LP _Manager) had discussed with him previously. Rob advised Chris that after reviewing the facts and a lot of discussion with district, regional, and corporate personnel, that the decision has been made to terminate his employment with Bed Bath, and Beyond.

Chris replied – wow, this is wrong, this is wrong. Rob asked him what he meant. Chris replied – you are going to separate me for a mistake, for one mistake. Rob replied this is a very big mistake. A \$1200 mistake. Chris replied – you are telling me that all the mistakes that people have made throughout the company that they were terminated. Rob replied I can't discuss other scenarios as I don't have the facts and I couldn't anyway. Rob said - I will tell you that this was a tough decision but it was a decision that had to be made. Chris did not have much more to say.

John provided Chris with the New York State—Benefits separation document. John also asked Chris to sign the Bed Bath and Beyond separation document which Chris did. John asked Chris for his name tag and his keys which Chris provided. John asked Chris if he wanted to take a moment and collect any personal belongings. Chris stated he only had a sweatshirt, in the break room which he retrieved. He grabbed his coat and left.

Rob advised Chris Sweeney to turn off any access codes and take Chris off the alarm list. Chris Sweeney advised these were completed.

John Cairnduff District HR Manager